



Analysis note on the involvement of women in the management of the allocation of 0.3% of the turnover of mining companies in the DRC.

Introduction

The Democratic Republic of the Congo (DRC), Africa's second-largest country, has nearly 100 million people, 51% of whom are women, according to UN Women, which shows significant demographic potential. However, it is difficult for us to date to quantify their representation in the provinces, due to the lack of disaggregated and reliable data covering all political-administrative entities, according to the National Institute of Statistics (INS).

Despite this challenge, the country remains one of the countries with the best natural resources in the world, including minerals. Its mining provinces are the backbone of its economy, concentrating a significant share of national production in the southeast and placing the country at the heart of global supply chains. It holds more than 70% of the world's cobalt reserves and is the leading producer, often referred to as "blue gold". In 2024, the DRC met more than 76% of the world's cobalt demand and more than 50% of coltan's demand, confirming its strategic role in the international mining economy.

Source: (The *Cobalt Institute* 's **Cobalt Market Report 2024** indicates that the DRC accounted for **76% of primary cobalt mining supply in 2024**. Cobalt Institute; According to *Makanisi*, the DRC's cobalt metal production in 2024 was about **198,844** tons, which consolidates its place as the world's leading producer. Makanisi .)

The main production of these minerals comes mainly from the provinces of Haut-Katanga and Lualaba located in the south-east of the country, the latter thus constituting the heart of mining, both industrial and artisanal.

This mining sector is maintained by a **legal framework** based on **Law No. 007/2002 of 11 July 2002 on the Mining Code**, which was **amended and supplemented by Law No. 18/001 of 9 March 2018**. The latter is now the **reference text governing all mining activities** in the country.

By regulating the exploitation of mining resources, the Mining Code defines the rules of the sector, establishes management mechanisms and monitors the distribution of the revenues generated there.

These revenues include so-called **subnational revenues**, which are allocated to provinces and decentralized territorial entities (DTEs). They include the mining royalty, the 0.3% of turnover, as well as the social obligations of companies to local communities through the specifications.



These mechanisms aim not only to secure and make mining transparent, but also to support national and local development.

(Source: EITI DRC: [https://www.itierdc.net/affectedation-des-revenus-du-secteur-extractif/#:~:text=Revenus%20issus%20des%20transferts%20infrnationaux,entit%C3%A9s%20territoriales%20d%C3%A9centralis%C3%A9es%20\(ETD\).](https://www.itierdc.net/affectedation-des-revenus-du-secteur-extractif/#:~:text=Revenus%20issus%20des%20transferts%20infrnationaux,entit%C3%A9s%20territoriales%20d%C3%A9centralis%C3%A9es%20(ETD).))

The DRC's economy, largely based on this sector, supports local development in extractive areas through the redistribution of revenues from mineral resources and the financing of community projects.

However, their insufficiently inclusive and transparent management limits the expected impact.

As an example at the provincial level, In accordance with the principle of transparency in the mining industry prescribed by this Law, the minimum allocation of 0.3% of turnover for contribution to community development projects provided for in Article 258 bis of this Code shall be made available and managed by a legal entity comprising the representatives of the project holder, the representatives of the local authorities, State services and the surrounding local communities directly concerned by the project confer Article 285g. In all, the OS is managed by a team of 12 people, including 2 from grassroots community organizations, 2 from local communities, 2 from the local administrative authority, 2 from the DPEM, 2 from the FNPSS and 2 from the project owner.

To ensure its management, Article **285 ter** of the Mining Code (Law No. 18/001 of 9 March 2018) establishes **Specialized Bodies (SOs)**, whose composition and responsibilities are specified in Articles **414 sexies** and **414 septies** of the Mining Regulations. These bodies are responsible for co-piloting the use of this allocation for the benefit of local communities.

The manual of procedures for the management of the SOs has innovated by integrating two other bodies within the OS, namely the body for the supervision, guidance, monitoring and management control of the endowment (Ministers of Mines and Social Affairs) and the Project Implementation Unit. Since the installation of the OS, several studies have been carried out on their governance. However, none of them addressed the issue of gender.

In 2022, according to the Evaluation Report of the Democratic Republic of Congo's Governance Approaches and Initiatives for the Sustainable Management of Mineral Resources and Alignment with the African Mining Vision, women represented more or less than 10% of the members of Specialized Organizations (SOs). This weak presence severely limited their effective participation in the governance and control of this sub-national revenue.

Source: https://afrewatch.org/wp-content/uploads/2024/08/RDC-Rapport-Evaluation-Vision-Miniere-Africaine-AMDC-Juin-2024.pdf?utm_source=chatgpt.com.

Unfortunately, the report does not provide sufficient details on the exact number of women participating in the different components of the SOs in charge of the Dots. This led us to place particular emphasis on the detailed analysis of the gender issue within the SOs from 2022 to 2024. As this document has not conducted a field visit, it focuses exclusively on SOs. The issue of gender in the project implementation units will be the subject of a further analysis.



This analysis aims to highlight the number of women in the various Dots already established in the DRC and to formulate recommendations.

Recommendations

To the Ministries of Mines and Social Affairs

- Demand at least 40% of women in each Specialized Organization (SO), not only in some components but in all;
- Revise the procedures manual for the management of the endowment of 0.3% of turnover and add the obligation to publish information on gender;
- Make the signing of new decrees conditional on compliance with the gender and the quota set;
- Require SOs and the CTCPM to publish information on gender in the various reports.

To partners and members of civil society

We recommend to:

- Raise awareness in communities about the promotion of women's participation in the management of the 0.3% endowment, in order to reduce socio-cultural resistance;
- Conduct independent monitoring and evaluation to ensure women's participation in the governance of DOTs.

Purpose of the note

African Women for Natural Resources (AWNR) aims to assess the extent to which the mechanism for managing the allocation of 0.3% of turnover of mining companies contributes or does not contribute to promoting social justice and gender equality in the mining provinces of the DRC.

Dots Installation Status

Each DOT is attached to a mining company. Its members are divided into six components, including: "local communities", "grassroots community organizations", "the mining company", "the local administrative authority", the "FNPSS (National Fund for Promotion and Social Service)" and the "Directorate for the Protection of the Mining Environment". This structure corresponds to the model provided for by the regulations. In accordance with the Decree, each Specialized Body is composed of 12 members: each of the six components designates two



representatives (a man and a "second member" entity which could be a woman for a better gender representation.

The Procedures Manual, as well as the regulatory texts, specify that the governance of staffing must respect the principles of citizen participation, equity, transparency and good governance. Unfortunately, the reality on the ground often deviates from these requirements.

The DRC has about 46 DOTs already established in the provinces where mining companies operate, including Haut-Katanga, Lualaba, Kasai-Oriental, North Kivu and Haut-Uélé. Their creation is made official by interministerial decrees.

The analysis of these decrees allowed us to assess gender mainstreaming, by examining the representation of women in the governance bodies of the DOT through the following lists:

DRC DOTs Lists: <https://datawarehouse.ctcpm.cd/emine/operateur/dot?annee=2025>

Table 1:

		Province du Lualaba		
DOWRY		Man	Wife	Non-binary
1	DOT KCC	7	5	
2	DOT COMMUS	10	1	1
3	DOT SICOMINES	9	2	1
4	DOT KAMOA	9	2	1
5	DOT MUMI	9	3	
6	DOT TFM	12	0	
7	DOT Boss Mining	9	3	
8	DOT KIMIN	10	2	
9	DOT LAMIKAL	10	2	
10	DOT SOMIDEZ	10	2	
11	DOT Thomas Mining	9	3	
12	DOT HMC	9	3	
13	DOT MKM	11	1	
14	DOT Teng Yuan Cobalt & Copper Resources	8	4	
15	DOT METALKOL	8	4	
16	DOT CCR	9	2	1
17	DOT CMOC-KFM	10	2	
	Total of 204 assignments	159	41	4
	Total % out of 100	77.94 ≈ 78%	20 %	1.96 ≈ 2%
	Total of 528 assignments in %	7,76%		
Province du Haut-Katanga				

Table 2:



	DOWRY	Man	Wife	Non-binary
18	DOT RUASHI Mining	9	2	1
19	DOT MMG	10	2	
20	DOT SHITURU	8	3	1
21	DOT COMIKA	8	4	
22	DOT CHEMAF	7	5	
23	DOT HUACHIN MABENDE	10	2	
24	DOT Kambove Mining	9	3	
25	DOT COMILU	10	2	
26	DOT CDM	9	3	
27	DOT FRONTIER	8	4	
28	DOT HUACHIN METAL LEACH	10	2	
29	DOT KAI PENG	11	1	
30	DOT KICC	11	1	
31	DOT METAL MINES	8	4	
32	DOT OM METAL RESOURCES	10	2	
33	DOT RUBAMIN	9	3	
34	DOT CNMC	9	3	
35	DOT STL	8	4	
36	DOT SEK	8	4	
37	DOT SOMIKA	9	3	
38	DOT EXCELLEN MINERALS	12	0	
39	DOT DIVINE LAND	8	4	
40	DOT MJM	8	4	
41	DOT GOLDEN AFRICA (GA)	11	1	
42	DOT CONGO JINJU CHENG MINING COMPANY			
43	DOT NEW MINERALS INVESTMENT			
	Total of 288 assignments	220	66	2
	Total % out of 100	76,4%	22,9%	0,7%
	Total of 528 assignments in %		12,5%	

Table 3 :

KASAI ORIENTAL PROVINCE				
44	DOT SACIM	10	2	
	Total %	83%	17%	
	Grand Total		0,37%	
NORTH KIVU PROVINCE				
45	DOT ABM (ALPHAMIN BISIE MINING)	10	2	
	Total %	83%	17%	
	Grand Total		0,37%	
PROVINCE OF HAUT-UÉLÉ				



46	DOT KIBALI	10	2
	Total %	83%	17%

Analysis on the framework for the representation of women in SOs

Of the 46 DOTs created, we were able to analyze 44 of them, which represents a total of 528 functions, given that a DOT is composed of 12 representatives divided into six components. The data available in the interministerial orders allowed us to assess the participation of members by gender within the SOs on this basis.

At the Provincial level

528 functions	Participation (number and %)		
	Man	Wife	Non-binary
204 in Lualaba	159	41	4
	77,94 ≈ 78%	20%	1.9 ≈ 2%
288 in Haut-Katanga	220	66	2
	76,4 %	22,9%	0,7%
12 in Kasai Orientale	10	2	
	83%	17%	
12 in North Kivu	10	2	
	83%	17%	
12 in Haut-Uele	10		2
	83%		17%

The table above illustrates the low participation of women in the management of the DOT in some provinces. DOTs such as TFM, DOT Excellent Minerals and DOT Kibali do not have any women in their composition.

Unfortunately, even among the structures that include women, their number remains very low, generally varying between 1 and 4 members, and exceptionally reaching 5, as in the case of the DOT CHEMAF and DOT KCC.



At the national level

44 DOT	Man	Wife	Non-binary
Number of 528 posts	409	111	8
% of position	77,5 %	21%	1,5%

These figures represent 21% at the national level, with about 7.76% of women involved in management in the province of Lualaba and 12.5% of female participation evaluated for Haut-Katanga. In the provinces of Kasai Oriental 0.37% and North Kivu 0.37%, compared to 0% of the integration of women in management in the province of Haut-Uele.

The Specialized Bodies responsible for managing the DOT remain predominantly male, with only 21% of women and 1.5% of members whose gender could not be determined. This situation shows that gender mainstreaming is not respected in their governance.

In addition, most of these SOs, established between 2022 and 2024, are coming to the end of their mandates, including the DOT KCC, DOT TFM, DOT MUMI, DOT COMS, DOT SICOMINES, DOT KAMOA, DOT RUASHI MINING, DOT SHITURU MINING, DOT MMG Kinsevere, DOT KAMBOVE MINING, DOT SACIM and DOT ALPHAMIN BISIE MINING. In their re-institutionalization, it would be essential to take into account social justice and the civic participation of communities, paying particular attention to the inclusion of women who are fully part of them.



Female-dominated component

Category	Subcategory	Number of women	Percentage
National level	Grand Total	111 / 528	21%
OS Components	FNPSS	39	7,39%
	DEPM	17	3,22%
	Local administrative authorities	16	3,03%
	Stocking Community Organizations	14	2,65%
	Local communities	13	2,46%
	Mining companies	12	2,27%

At the national level, we have listed a total of 111 women in the Monitoring Bodies (MOs) of the Dots analysed. This female presence, although it varies from one region to another, reflects the gradual participation of women in the governance and monitoring mechanisms of mining projects.

At the provincial level, Haut-Katanga clearly stands out as the best represented province, with 66 women involved in the SOs. It is followed by Lualaba, which has 41 women. The provinces of Kasai Oriental and North Kivu have a lower representation, with 2 women each.

By analyzing the presence of women according to the components, it appears that the FNPSS is the structure with the largest number of women, with 39, or 7.39% of female representation, thus marking its central role in the promotion of inclusion. It is followed by the DEPM, which has 17 women, or 3.22%, and then by the local administrative authorities, which have a total of 16 women, or 3.03%. Grassroots community organizations (CBOs) have 14 women, or 2.65 per cent, local communities have 13, or 2.46 per cent female participation, while mining companies have 12 women, or 2.27 per cent.

These results highlight a still uneven but significant dynamic of women's engagement, indicating areas for improvement to further strengthen women's participation in mining governance mechanisms at the national and provincial levels.

Programmed Dots

According to information published by the CTCPM <https://datawarehouse.ctcpm.cd/emine/projet/dotation>, several DOTs currently in the process of being set up are already scheduled to be operationalized in the coming cycles. However, these initiatives in preparation do not provide at this stage any indication of the criteria for the



selection of members called upon to join the Monitoring Bodies. This lack of transparency is a major challenge, as the nomination criteria should explicitly **guarantee gender mainstreaming**, including by ensuring a balanced and meaningful participation of women within the different components.

In order to consolidate progress in terms of gender equality in the mining sector, it would be essential to clarify the selection mechanisms in order to ensure equal female representation.

Conclusion

The legal framework governing the 0.3% allocation in the DRC is ambitious, but its implementation remains hampered by several challenges, including the insufficient integration of gender within its governance structures.

For the 0.3% allocation to truly become a lever for sustainable development for Congolese communities, structural reforms are necessary. It is essential to strengthen the governance mechanisms of the SOs in order to ensure compliance with the legislation relating to the management of the DOT and to promote effective socio-economic inclusion, reflecting the full diversity of the communities concerned. The revision of governance arrangements, combined with a strengthening of transparency mechanisms, will help ensure a more equitable management of Specialized Agencies, for the benefit of local communities in the DRC.

Analysis written and conducted by:

KAMALA MURUMBA Johanna,
AWNR Country Director.

ABOUT AWNR

African Women for Natural Resources (AWNR) is a non-profit organization committed to social justice related to the exploitation of natural resources aimed at developing Africa and environmental conservation.

Contacts:

Registered office at 4746, avenue de la Gombe, local 201 jurec, Commune of Gombe, in Kinshasa, Capital of the Democratic Republic of Congo.

+243810825409

info@awnr.org / rdc.awnr2025@gmail.com

Website:

www.awnr.org