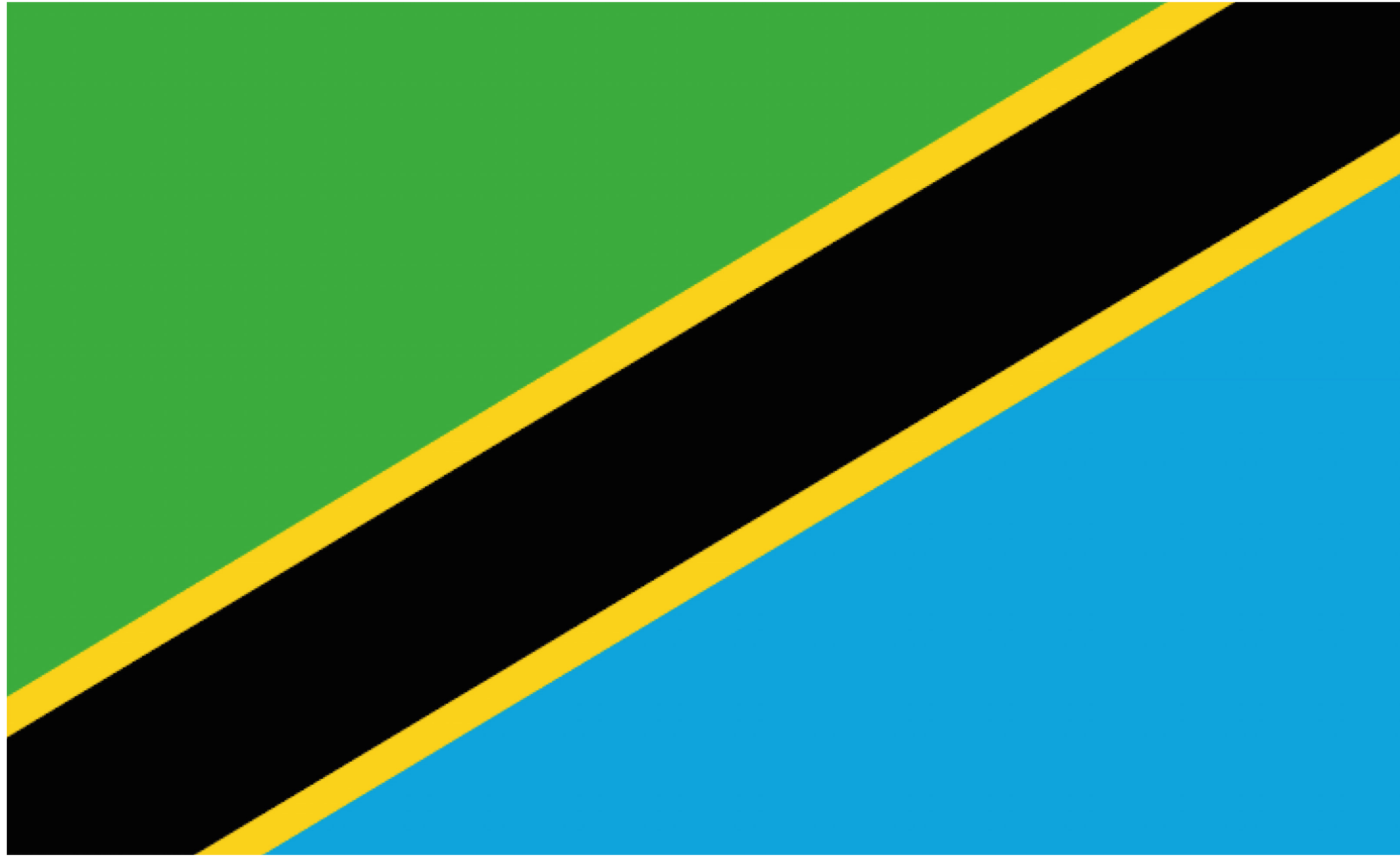


# TANZANIA



## Training of trainers: Manual and pilot training in Mine water and Tailings management for small- and medium-scale mines

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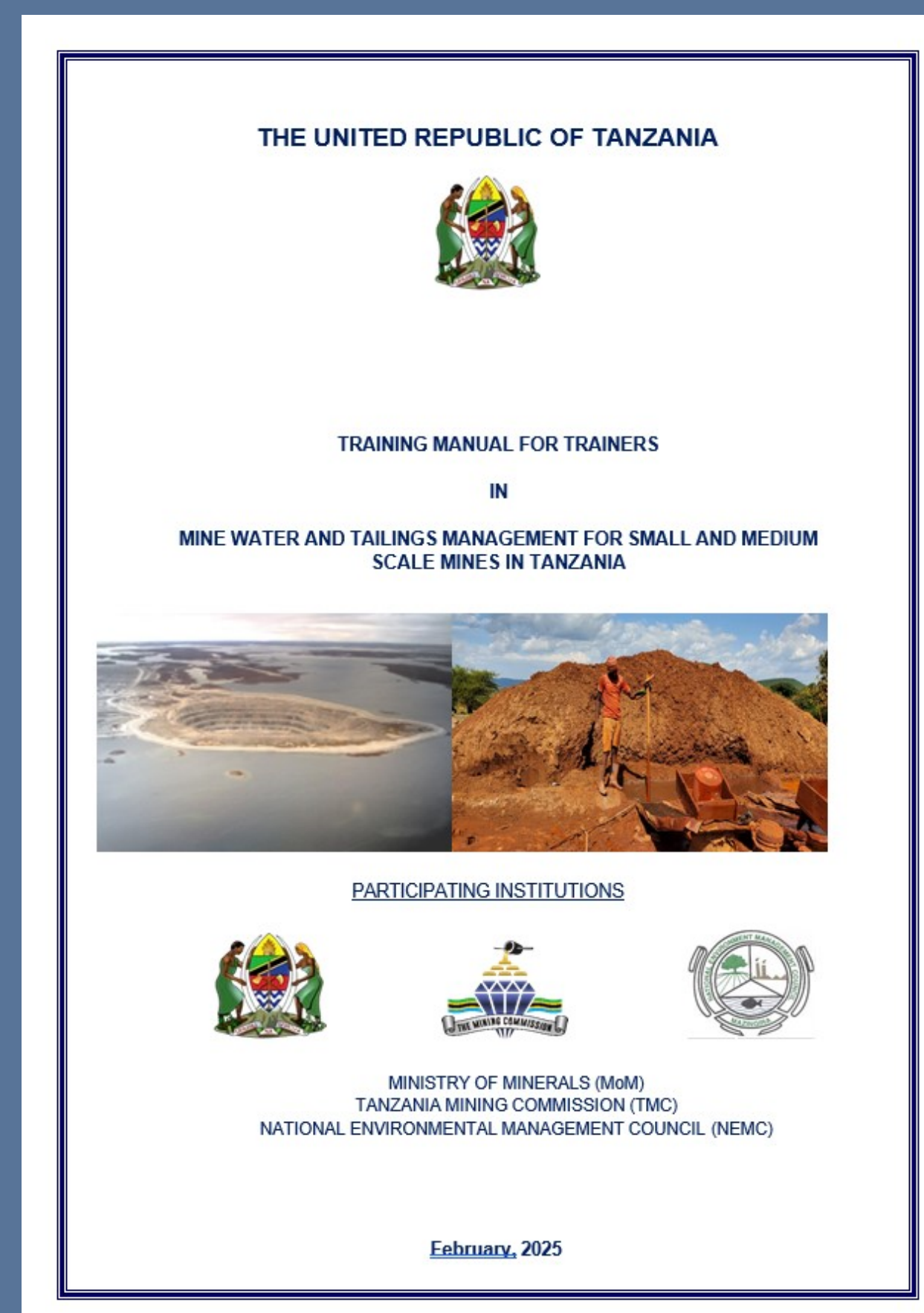
**INTERNATIONAL TRAINING  
PROGRAMME 308**  
Mine Water & Mine Waste Management



## THE CHANGE PROJECT

Tanzania is a large country with an abundance of natural resources and with a growing mining sector. The current government encourages mining and aims to increase the percentage of BNP coming from the sector in the upcoming years. Initiatives to expand and enhance the mining industry in positive ways are ongoing with investments in strategic and critical minerals, implementation of gold export regulations and a free mercury demonstration center. Nevertheless, there are still challenges associated with the mineral extraction sector including illegal mining, land conflicts and environmental degradations.

The reasons for the improper waste management vary from absence of knowledge of the dangers and associated remedies, to absence of financial resources to handle the mine waste properly. To improve the handling of mine waste, ITP participants from the Ministry of Minerals, the Mining Commission and the National Environment Management Council, have since 2018 worked on guidelines and associated training programmes aimed towards mainly small- and medium- scale mining. Training programmes are considered a suitable way to increase awareness and build capacity of small -and medium-scale miners by implementing best practices, and in extension, promote sustainable mining and environmental protection in the country.



**Cover of training manual for trainers in mine water and tailings management in small- and medium scale mines**

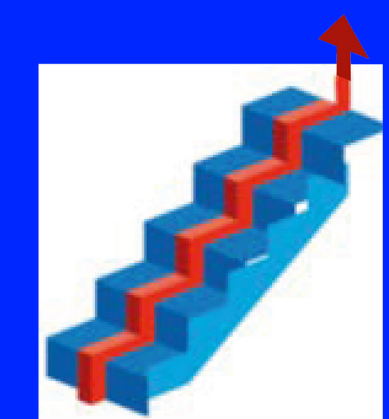
To homogenise the government procedures and improve regulatory compliance, as well as to build capacity and ensure best possible outcome of the training of the miners, group 9 has produced a manual for trainers and carried out pilot trainings-of-trainers. By building internal capacity, the organisations strengthen their abilities to instruct miners as well as improve their abilities to inspect and monitor mine water and tailings management.



## SIGNIFICANCE FOR THE PEOPLE AND THE ENVIRONMENT

The change project is primarily focused on government officials and internal capacity building. By streamlining training aimed towards miners and hold train-the-trainers events, there is an opportunity to facilitate knowledge sharing and best practices between colleagues and organisations. This provides an opportunity for relevant organisations to enhance their governance of the mining sector.

Nonetheless, the ultimate goal of the project is to improve miner's waste management and in extension minimise the negative impacts mining has on the environment, humans and animals. By learning about mining, best practices and the impact mining activities and the associated waste may have on the surroundings, the miners gain knowledge to ensure a safer working and living environment as well as improve their mining efficiency.



## RESULTS AND ACHIEVEMENTS

Despite limited finances the group managed to develop a training manual for trainers as a baseline document for the previously implemented training programme for miners and as a review document for trainers in the future. By taking advantage of scheduled monthly and annual meetings, the group also succeeded in holding training-of-trainers (target audience- mine inspectors) at the Mining Commission in Dodoma and at the NEMC Zonal office in Mbeya. On top of this, an online training was carried out emphasising a sustainable and budget friendly training method. During their daily work tasks, the group also seized the opportunity to train immediate stakeholders, i.e. local government authorities and miners as well as raised awareness of the challenges and opportunities of mine waste management to miners and surrounding communities.



**Training-of-trainers, Dodoma**



## THE WAY FORWARD

Mine water and mine waste is a challenge for all mining operations and to homogenise the government procedures and improve regulatory compliance, there is a continued need to collaborate over stakeholder boundaries. All participating organisations do internal capacity building, and e.g. the Mining Commission regularly train miners and local authorities as part of their mission.



**Above: Training at MMG Gold Mine, Musoma District.**



**Left: Training for miners, surrounding communities and local government in Bulambwa village, Mara Region.**

The group considers numerous possibilities on how to spread the use of the training material and to make it available for as many stakeholders as possible. Creating an online learning portal and implement mobile-based training solutions for remotely working stakeholders are two digital solutions to further the capacity building. Translation of all documents to Swahili and awareness campaigns are other ways of making the information accessible to stakeholders.

To create incentives and to track progress, the group considers certification programmes and a tracking system on how the knowledge is implemented in the field.

All of the ideas above demand long-term commitment from the relevant organisations to work with capacity building in mine water and mine waste management in the mining industry in Tanzania. To date the commitment is mainly visible in the day-to-day dedication of government officials and through adoption of current training material and information.