

WOMEN'S RIGHTS AND MINING

Key messages

1. Men and women have the right to **benefit equally** from mineral production and trade
2. Supply chain actors that base their work on assumptions about gender roles and relations in mineral supply chains **risks aggravating rather than reducing gendered risks and inequalities** (i.e. work related exploitation and discrimination, human rights abuses incl. SGBV, exclusion from opportunities etc.)
3. Supply chain actors need to:
 - a. Make the **unique risks and challenges that women face VISIBLE** across the mineral supply chain to support more equitable development gains
 - b. Collect **gender disaggregated data** and conduct **gender analysis** across the mineral supply chain to identify and address gendered risk and opportunities (beyond 'add women and stir')
 - c. Make deliberate efforts to **empower women** supply chain actors (i.e. women leadership development that contributes to challenging restrictive gender norms and more equitable distribution of resources and power; multi-stakeholder partnerships that facilitate gender responsive solutions at scale such as addressing SGBV etc.)

Generic questions

If the session/panelists have NOT or insufficiently addressed gender concerns:

1. What have you done to assess if/how your project [*initiative / plan / regulation / standard / etc.*] affects women differently than men?
 - a. Gender disaggregated data collection? For what purpose? What did you do differently based on the data?
 - b. Gender impact assessment? If yes, what did you learn AND/OR what action did you take on the basis of the results of the assessment?
 - c. How is gender responsive due diligence organised in your company? What did you learn AND/OR what action did you take on the basis of the results of your due diligence process?
2. What have your project [*initiative / plan / regulation / standard / etc.*] learned about gender concerns / women's rights concerns?
3. What have you done to address and mitigate gendered risks in your project [*initiative / plan / regulation / standard / etc.*]?

4. What have you done to ensure that your project [*initiative / plan / regulation / standard / etc.*] contributes to reducing gender inequalities?
5. How are women supply chain actors involved in consultation and decision making processes in your project [*initiative / plan / regulation / standard / etc.*]?

If the session/panelist(s) has/have addressed gender concerns

1. If needed, ask panellist for more details/elaborations
2. From your experience, how can supply chain actors best
 - a. identify their level of gender responsive due diligence?
 - b. improve their gender-responsive human rights due diligence processes?
3. What can the minerals sector learn from / what have you learned from the experiences and practices of other supply chain actors/companies in your sector?
4. What does the minerals sector need to learn from / what have you learned from the experiences and practices of other sectors on gender responsive due diligence?
5. How can mineral supply chain actors make more deliberate efforts to
 - a. empower women in the supply chain?
 - b. contribute to challenging restrictive gender norms and more equitable distribution of resources and power?
 - c. Engage in multi-stakeholder partnerships that facilitate gender responsive solutions at scale such as addressing SGBV etc.?

Women's Rights and Mining is an collaborative effort of NGOs, researchers and government organisations to secure commitments from key stakeholders in the mining sector to address key gender concerns.

Visit: womenandmining.org

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