

INSIGHTS FROM 2021 FORUM DISCUSSIONS

Inclusion and participation of different voices



Partner sessions more proactively encouraged the inclusion and participation of different voices than the main forum sessions.



Chat function was a useful tool to share additional resources with all participants.



Online format aided inclusion of voices from different regions, management levels, and backgrounds in the discussions through: well-moderated open chat functions, anonymous Q&As, live translation services.

Content



Majority of sessions made no mention of gender and ignored the different roles, responsibilities, capabilities, needs and priorities of women and men.



When gender issues were highlighted and/or concerns were addressed, these tended to be by one individual speaker within the panel.

RECOMMENDATIONS

for session organizers

Integrate gender and social inclusion considerations in the content of your session where relevant. Speak about it with all panelists during session preparations.

Invite more panelists from mining communities and/or local organizations in your partner session.

Please find guiding questions for forum speakers and for attendees to start or deepen the discussions [here](#)

for forum participants

During the forum, ask questions and share your experiences, challenges, approaches and lessons learned to help inspire others and trigger a discussion.

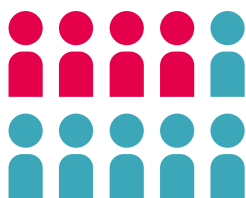
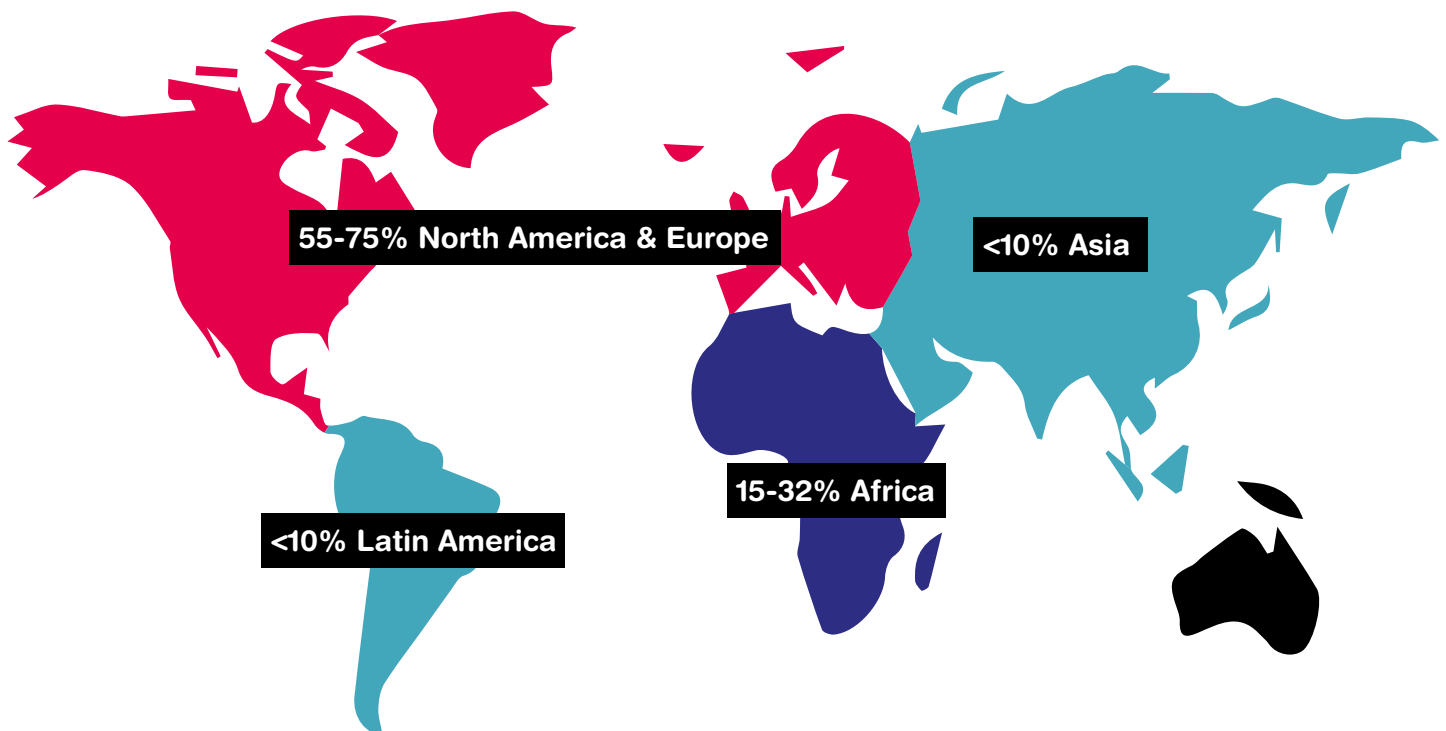
Write your questions and suggestions in the online Q&A and chat function.

Please find guiding questions for forum speakers and for attendees to start or deepen the discussions [here](#)

About Women's Rights and Mining

Women's Rights and Mining is a collaborative effort of NGOs, researchers and government organisations to secure commitments from key stakeholders in the mining sector to address key gender concerns. WRM, in collaboration with the OECD, is making special efforts to address key gender concerns throughout the forum in order to further strengthen the implementation of gender-responsive due diligence. For questions and further resources, please visit the WRM website or contact WRM.

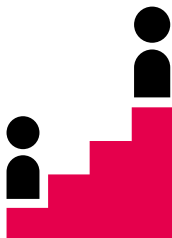
Regional representation of forum panelist between 2016 - 2021



42% women
58% men

Gender balance in panel is improving

From 32% in 2017 to 43% women panelist in 2021.
More women panelist in partner sessions compared to main sessions.



Senior management remains best represented across panels

Participation of non-senior panelists decreased from roughly 1/3 to 1/5 between 2016 and 2021.

About this evaluation

The data presented here was collected in two ways:

1. Retrospective analysis of OECD forum agendas (available online) from 2016 to 2021 (2020 excluded due to COVID). By assessing historical composition of panels and presenters, some insight was provided into changes in diversity of participation, inclusivity and content in the panels since 2016.

2. Results collected during the 2021 forum using the WRM gender assessment tool. The distribution of the use of the tool was: 63% of sessions in the main forum, and 31% of partner sessions.