

WOMEN'S RIGHTS AND MINING



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Retrospective Assessment Tool on Gender-Responsiveness of Mining Sector-Focused Knowledge and Information Events: Guidance and Participants Questions

About this Project

Advancing gender equality and empowerment of women and girls is a cross-cutting goal of the Dutch Foreign Trade and Development Cooperation Policy. Within the Inclusive Green Growth Department (IGG) of the Ministry of Foreign Affairs, the Raw Materials Unit strives to further women's rights and gender equality in mines and mining communities. To this end, IGG has taken leadership in establishing [Women's Rights and Mining](#) (WRM). From 2016 to 2020, the [KIT Royal Tropical Institute](#) (KIT) provided expert advice on IGG's gender and mining work and WRM from 2017 onwards. Since then, WRM has produced independent research, studies, and factsheets, organised face-to-face and online gender and mining events and strengthened access to information on securing women's rights in the mining sector. In addition, WRM has provided content input to international organisations, such as the OECD, and leading global and regional policy-setting organisations to enable improved gender responsiveness of international and regional mining conferences, policy and practice. In 2019, together with the OECD, WRM launched a stakeholder statement that includes 13 commitments on how states, the private sector and civil society can work together to prevent gender inequality along the mineral supply chain. To date, the statement has more than 30 signatories. By the end of 2020, WRM had developed into an internationally recognised initiative in the world of gender and mining. WRM plans to continue its focus on securing commitment for gender equality action in the mining sector through knowledge work, awareness creation, and policy influencing.

Organising a knowledge and information sharing event that responds to the needs of women and men, including those from vulnerable groups and minorities, requires careful consideration, but not necessarily extra work or resources. This *Retrospective Assessment Tool on Gender-Responsiveness of Mining Sector-Focused Knowledge and Information Events: Guidance and Participants Questions* (Tool) results from WRM's efforts to address gender concerns and strengthen the implementation of gender-responsive due diligence in the mining sector.

About Women's Rights and Mining

Women's Rights and Mining is a collaborative initiative of non-governmental organisations (NGOs), researchers, and government organisations working to secure commitments from key stakeholders in the mining sector to address gender concerns. WRM works with and has influenced change for a spectrum of actors: multilateral and international organisations, corporate sector, governments, standard-setting bodies and civil society organisations. The initiative has been acting towards this goal by creating a stakeholder statement and soliciting signatories on women's gender-responsive due diligence and human rights in mineral supply chains. WRM further advocates for gender equality integration into various international standards and codes of conduct.

WRM's mission is to generate momentum and action among and by different stakeholders to support women's rights in mines and mining-affected communities. WRM's vision is a mining sector and mining-affected communities where women, men, and children benefit equally and enjoy all rights enshrined in internationally recognised human rights standards and regulations.

The WRM is led by the Secretariat comprised of representatives from the Dutch Ministry of Foreign Affairs (BZ), Solidaridad and KIT Royal Tropical Institute. Technical input is provided by the Core Working Group, which comprises members from ActionAid, IMPACT, Alliance for Responsible Mining (ARM), Global Affairs Canada, Simavi and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

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Table of Contents

Acknowledgements	5
Abbreviations	6
1. Gender Equality and Mining Sector	7
2. Making a Case for Gender-Responsiveness	13
3. Gender Equality and Mining Sector	16
3.1 Objectives of the Tool	18
3.2 What is in the Tool?	18
3.3 How to Use this Tool?	20
4. Guiding Questions for Retrospective Analysis	22
Annexes	29
Annex I: Glossary of Terms	29



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Abbreviations

ASM	Artisanal Small-Scale Mining
ARM	Alliance for Responsible Mining
AWID	Association for Women's Rights in Development
BZ	Dutch Ministry of Foreign Affairs
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
EI	Extractive Industries
GBV	Gender-Based Violence
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
ILO	International Labour Organization
KIT	KIT Royal Tropical Institute
LSM	Large-Scale Mining
MSL	Medium-Scale Mining
NGO	Non-Governmental Organisations
OECD	The Organization for Economic Co-operation and Development
SDG	Sustainable Development Goals
SGBV	Sexual and Gender-Based Violence
UNGP	United Nations Guiding Principles on Business and Human Rights
VAW	Violence Against Women
VAWG	Violence Against Women and Girls
WRM	Women's Rights and Mining
3Ts	Tin, Tantalum and Tungsten minerals





I. Gender Equality and Mining Sector

Gender inequality differentiates and disproportionately impacts women, vulnerable groups and minorities in the mining sector.

In mining companies and mining-affected communities, women are most often at a disadvantage compared to their male counterparts. Women are underrepresented in leadership and decision-making in the mining sector. According to the International Finance Corporation, in 2016, women made up only 7.9 per cent of board seats in the top 500 global mining companies, with most women in these companies representing non-executive positions[1]. Few women are associates or partners in the artisanal small-scale mining (ASM) sector. The prevalence of harmful social and gender norms that restrict women from participation in leadership and decision-making in the industry causes women to have no access to mining rights and titles. Women remain absent from management structures, decision-making, and leadership, despite their roles being ‘critical to the functioning of mining communities’ [2].

Research demonstrates that equal opportunities for women and men in the mining sector benefit companies, families and communities. Companies' gender-biased policies and practices, such as recruitment processes that discriminate against female candidates or access to professional development opportunities, contribute to the problem[3]. When companies recognise the opportunity for a more diverse workforce and supply chain and engage more broadly with mining communities, they can increase productivity, reduce costs, and strengthen their social license to operate.[4]

When mines purchase land, women often do not receive compensation payments and are excluded from community negotiations with mining companies. Research has highlighted that men are more likely to reap benefits from mining operations through employment, higher income and compensation[5].

What is Gender Equality?

Gender equality or, equality between women and men, refers to the equal enjoyment by women, girls, men and boys - of all ages, sexual orientations and gender identities - of rights, goods, opportunities, resources, rewards and quality of life.

It is important to differentiate between gender equality and gender equity. Gender equity relates to women, girls, men and boys having access to the rights, resources, services and opportunities, etc. defined by their specific needs. For example, health provision that is gender-equitable would include not only general comprehensive health care but also a wide range of services, such as reproductive health, that are essential for the specific differing needs of women and men.

In turn, gender equality means that all human beings are free to make their own choices without the limitations set by gender roles. Equality means that the diversity in behavior, needs and aspirations of women and men is equally valued and considered.

Source: UN Women, 2020

[1] International Finance Corporation (2018) Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas and Mining Companies. IFC: Washington. Available at: https://womenandmining.org/wp-content/uploads/2019/04/Unlocking_Opportunities_for_Women_and_Business_IFC-2.pdf.

[2] International Labour Organisation (2021) Women in Mining: Towards Gender Equality. ILO: Switzerland. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_821061.pdf.

[3] Oxfam International. 2017. Position Paper on Gender Justice and the Extractive Industries. Available at: https://www.oxfam.org.au/wp-content/uploads/2017/04/EI_and_GJ_position_paper_v.15_FINAL_03202017_green_Kenny.pdf.

[4] International Finance Cooperation. N.d. Integrating Gender in Mining Operations. IFC. Available at: https://www.ifc.org/wps/wcm/connect/5d7e5808-5b97-440c-b3ad-274c8471231a/Gender+Equity+in+MINING_FIN+for+WEB.pdf?MOD=AJPERES&CVID=nqc0plW



In contrast, women are more likely to bear the harms of extractive industries without receiving the benefits.[6] For example, training opportunities for men generally receive priority, while women are offered menial and low-paid positions if any. This poor distribution of benefits exacerbates existing gender inequalities between men and women.[7]

Women in the mining sector often experience sexual and gender-based violence (SGBV).[8] The structural changes that mining brings to an area – be it through increased cash flows or labour migration – are thought to lead to increased risks of SGBV. Evidence (GIZ 2020) shows that women working as LSM employees are subject to violence and harassment in the workplace, often carried out by fellow employees. As ASM workers, women experience violence and exploitation in and around ASM sites. An influx of miners in a community may increase the demand for sex work and even increase the risk for trafficking of women for the purposes of sex work. It can increase the risk of forced early marriage in a community where marriage to an employed man is seen as the best livelihood strategy for an adolescent girl. Male jealousy, a key driver of GBV, can be triggered by influx of male miners who are believed to be interacting with community women. Hence, abusive behavior can occur within the homes.

[5] Kelsey Landau and Robin J. Lewis . (2019). Toward gender equality and inclusivity in oil, gas, and mining. Brookings; March 2019.

[6] Oxfam International. (2017). Position Paper on Gender Justice and the Extractive Industries. Oxfam; March 2017. Available at: https://s3.amazonaws.com/oxfam-us/www/static/media/files/EI_and_GJ_position_paper_v.15_FINAL_03202017_green_Kenny.pdf

[7] Center for Environmental Rights. How mining erodes the rights of women? 7 October 2021. Available at: <https://cer.org.za/news/how-mining-erodes-the-rights-of-women-2>

[8] Sexual and Gender-Based Violence (SGBV) is a term that encompasses harmful acts perpetrated against a person's will, based on gender norms and unequal power relationships. Critical to understanding SGBV is the concept of gender relations – forms of power relations between women and men in a given society. SGBV is a harmful expression of unequal gender relations, that is permitted through constraining or discriminatory gender norms.





The mining sector has also reinforced and exacerbated certain harmful social and gender norms. For example, the mining sector continues to be viewed as most suitable for men. Those norms dictate that physically demanding mining tasks require ‘strength’ and ‘courage’[9] - characteristics often associated with being a man - resulting in the sector promoting a gendered division of labour. In addition, cultural beliefs around women and gendered constraints on accessing and controlling resources have pushed women into lower-paid, informal and hazardous roles within the sector.[10] According to USAID (2019), women earn a quarter of the income of their male counterparts within the ASM sector[11].

Mining operations are not gender-neutral, and mining has a differentiated and disproportionate impact on women. For instance, environmental impacts of mining - loss of biodiversity, soil erosion, and the contamination of surface water, groundwater, and soil - can adversely affect women’s livelihoods and their ability to meet household needs. Indeed, women are more likely to be responsible for subsistence farming and often serve as primary caretakers within their families and communities, responsible for providing food and water to their families.[12]

Within mining communities and across supply chains, opportunities for employment, procurement and other benefits can disparately benefit men who are often better positioned to take advantage of the opportunities they provide. This disparity, in turn, results in the concentration of economic power in the hands of men and increases women’s dependence on their husbands or male relatives.

Gender-blind local procurement further marginalises women-owned businesses. Gender-blind interventions at best perpetuate and potentially exacerbate the existing discrimination and marginalisation of women, vulnerable groups and minorities. In particular where women face additional barriers due to, for example, their age, religion, ethnicity, or access to economic resources.[13] Evidence shows that women tend to face increased risks to their health and economic and social status due to the presence of mining companies.[14]

Addressing gender issues in the mining sector can contribute to curbing practices harmful to a healthy and sustainable environment and create enabling conditions necessary for more equitable and inclusive management of natural resources. [15] Therefore, if the extractive industries are to deliver on their aim to contribute to sustainable development, it is necessary to promote gender equality within the mining sector [16].

Mining sector stakeholders can take immediate and practical steps toward systematically addressing gender equality. For example, by asking women in mining communities and at all levels of their workforce about the mining-related gender inequality issues that affect them. And the measures they would want to see put in place to address their concerns. Further, stakeholders can systematically include women in decision-making and performance monitoring around priorities that matter to them. Ultimately, it is only by involving women as co-designers, co-implementers and co-evaluators of projects, programs, and policies that companies can ensure that their gender actions will be genuinely gender-responsive.

[9] International Labour Organisation (2021) Women in Mining: Towards Gender Equality. ILO: Switzerland. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_821061.pdf.

[10] Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). (2019). Encyclopedia of Gender and Mining. GIZ: Bonn, Germany. Available at: <https://womenandmining.org/wp-content/uploads/2019/04/Encyclopedia-.pdf>; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). 2020. Sexual and Gender-Based Violence in the Mining Sector in Africa. Evidence and reflections from the DRC, South Africa, Tanzania & Uganda. GIZ; September 2020.

IMPACT (2020) Toolkit: Gender Impact Assessment for Projects and Policies Related to Artisanal and Small-Scale Mining. IMPACT: Canada. Available at: https://womenandmining.org/wp-content/uploads/2020/12/IMPACT-GIA-Toolkit_EN-2020_web.pdf.

[11] US Aid (2019) Gender Issues in the Artisanal and Small Scale Mining Sector. Available at: Gender Issues in the Artisanal and Small-Scale Mining Sector | LandLinks (land-links.org).

[12] Oxfam International. (2017). Position Paper on Gender Justice and the Extractive Industries. Oxfam; March 2017. Available at: https://s3.amazonaws.com/oxfam-us/www/static/media/files/EI_and_GJ_position_paper_v.15_FINAL_03202017_green_Kenny.pdf

[13] United Nations Development Programme and the United Nations Working Group on Business and Human Rights (2019). Gender Dimensions of the Guiding Principles on Business and Human Rights as cited in Responsible Mining Foundation (RMF). 2020. Gender Inequality Runs deep in Mining. Research Insights. RMF, 2020. Available at: https://www.responsibleminingfoundation.org/app/uploads/EN_Research-Insight-Gender-Inequality-June-2020.pdf.



This publication comes at a critical time for bringing gender responsiveness into the mining sector. The 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) represent the world's action plan for social inclusion, environmental sustainability and economic development. The mining industry has an unprecedented opportunity to mobilise significant human, physical, technological and financial resources to advance the SDGs.[17] In addition, the mining industry has the opportunity and potential to positively contribute to all 17 SDGs, in particular to SDG 5. SDG 5 aims to advance gender equality and empower women and girls by identifying and expanding opportunities to strengthen the voice and influence of marginalised groups to ensure that inequalities are reduced, rather than reinforced, by the economic opportunities a mine may bring.[18]



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- [14] International Finance Corporation (IFC). (2018). Women and Community Engagement. Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas and Mining Companies. Tool Suite 3. Available at: (https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/gender+at+ifc/resources/unlocking-opportunities-for-women-and-business); Hill, C., Madden, C. and Ezpeleta, M. (2016). Gender and the Extractive Industries: Putting Gender on the Corporate Agenda. Australian Aid and Oxfam. Available at: https://www.oxfam.org.au/wp-content/uploads/2016/09/2016-PA-004-Mining-and-Gender-report_FA3_web.pdf as cited in Responsible Mining Foundation (RMF). 2020. Gender Inequality Runs deep in Mining. Research Insights. RMF, 2020. Available at: https://www.responsibleminingfoundation.org/app/uploads/EN_Research-Insight-Gender-Inequality-June-2020.pdf
- [15] United Nations (UN). 2020. Policy Brief: The Impact of COVID-19 on Women. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/policy-brief-the-impact-of-covid-19-on-women-en.pdf?la=en&vs=1406>.
- [16] Hill, C., Madden, C. and Ezpeleta, D. (201) Gender and the Extractive Industries: Putting Gender on the Corporate Agenda. Oxfam: Melbourne, Australia. Available at: https://www.oxfam.org.au/wp-content/uploads/2016/05/2016-PA-004-Mining-and-Gender-report_FA_web.pdf.





2. Making a Case for Gender-Responsiveness

Knowledge and information sharing events - forums and conferences, meetings and panel sessions, among others - provide mining sector professionals, experts and practitioners with an excellent opportunity to disseminate their work, network with like-minded individuals, and form collaborative relationships for future endeavours. However, these opportunities are rarely distributed equally between women and men and are seldom available to, or meaningfully engage, vulnerable groups and minorities.

Promoting gender equality should be a primary consideration for all organisations hosting knowledge and information sharing events. Unfortunately, many events, including the mining sector, struggle with gender biases. Some reinforce gender stereotypes and exclude or discriminate based on sex, gender, race, age, nationality, and socioeconomic status, among other social markers. Research suggests that this often manifests as reduced opportunities for women to participate in the same capacity as men in speaker panels or high barriers to participation such as less funding and lack of family-friendly resources.[19].

What is Gender-Responsiveness?

Gender-responsiveness is identifying and understanding gender gaps and biases, and then acting on them, developing and implementing actions to overcome challenges and barriers toward improving and achieving gender equality. Being gender-responsive goes beyond “doing no harm”. Being gender-responsive means to recognize and consider the specific needs and vulnerabilities of men and women, vulnerable groups and other minorities.

[17] World Economic Forum. N.d. Mapping Mining to the Sustainable Development Goals: An Atlas Executive Summary. Available at:

https://irpcdn.multiscreensite.com/be6d1d56/files/uploaded/Mapping_Mining_SDGs_An_Atlas_Executive_Summary.pdf

[18] World Economic Forum. N.d. Mapping Mining to the Sustainable Development Goals: An Atlas Executive Summary. Available at: [https://irp-](https://irpcdn.multiscreensite.com/be6d1d56/files/uploaded/Mapping_Mining_SDGs_An_Atlas_Executive_Summary.pdf)

[cdn.multiscreensite.com/be6d1d56/files/uploaded/Mapping_Mining_SDGs_An_Atlas_Executive_Summary.pdf](https://irpcdn.multiscreensite.com/be6d1d56/files/uploaded/Mapping_Mining_SDGs_An_Atlas_Executive_Summary.pdf)

[19] Addessi, E., Borgi, M., and Palagi, E. (2012). Is primatology an equal-opportunity discipline? PLoS ONE 7:e30458;

Yentsch, C. M., and Sindermann, C. J. (2013). The Woman Scientist: Meeting the Challenges for a Successful Career. New York, NY: Plenum Publishing Corporation.



The lack of gender-responsive approaches in these events excludes and further marginalises some groups and individuals from accessing resources and opportunities. This phenomenon applies particularly to women, indigenous, ethnic and migrant groups who experience unequal opportunities and treatment within the mining sector.[20] In 2021 the WRM carried out a retrospective analysis of the composition of panels and presenters of five consecutive OECD Forums on Responsible Mineral Supply Chains held between 2016 and 2021. The study shows that although female panellists increased from 33% (2017) to 42% (2021), parity has not been achieved. Furthermore, the same analysis showed that most panel sessions (main and partner sessions) were gender-blind[21] or did not mention gender concerns. When gender issues were highlighted and/or concerns were addressed, these tended to be by one individual within the panel.[22] The same analysis revealed a bias in the panels' composition towards presenters from the Global North, with a notable contribution of 55-75% from North America and Europe and an inclination towards male panellists representing senior management positions.

Mining sector-focused knowledge and information sharing events, such as the OECD Forum on Responsible Mineral Supply Chains, which in 2021 was attended by more than 1300 participants, bring large numbers of people together. Knowledge and information sharing events of this magnitude have the potential to promote gender equality by offering unparalleled opportunities for gender responsiveness. Correspondingly, such events can convey that women and girls and vulnerable and minority groups matter within the mining sector.

[20] IMPACT. (2020). Toolkit: Gender Impact Assessment for Projects and Policies Related to Artisanal and Small-Scale Mining. IMPACT: Canada. Available at: https://womenandmining.org/wp-content/uploads/2020/12/IMPACT-GIA-Toolkit_EN-2020_web.pdf.

[21] Gender blind refers to when a program, project or policy ignores gender norms, roles, and relations. Often these efforts intentionally or unintentionally reinforce or take advantage of gender inequalities and stereotypes in pursuit of project outcomes, and as such exacerbate inequalities between men and women.

[22] Please see: WRM Evaluation of Gender and Social Inclusion In OECD Forum on Responsible Mineral Supply Chains

[23] Please see: Washington Declaration, 2016.



3. About this Tool

The Tool is based on international human rights standards and commitments as expressed in the [United Nations Guiding Principles on Business and Human Rights](#), the [Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW), and other laws and regulations within the sector. Including the [2012 Washington Declaration Diagnostic Framework](#), which encompasses a commitment to strengthening women's rights by calling for participants to “promote gender equity and strengthen efforts to guarantee women equal access to land rights, education, credit and training programs.”[23] The Tool rests on several fundamental principles safeguarding human rights and social and gender justice, as outlined in the WRM Work Plan 2022. Considering that any effort to address and shift gender relations and dynamics can result in unintended consequences such as increased inequality or risk of various types of GBV, this Tool is also guided by the ‘do no harm’ principle.[24]

Gender-Responsive Evaluation

A systematic and impartial assessment that provides credible and reliable evidence-based information about the extent to which an intervention has resulted in progress (or the lack thereof) towards intended and/or unintended results regarding gender equality and the empowerment of women.

Source: UN Women.
How to Manage Gender-responsive Evaluations.
Evaluation Handbook. UN Women Independent
Evaluation Office. 2015

The Tool is part of WRM's mission and vision to support organisations in the mining sector to address gender issues and enhance outcomes for women and girls, vulnerable groups and minorities. Including gender-responsive events that address and promote gender equality. This Tool further incorporates the findings and recommendations of the [WRMI Evaluation of Gender and Social Inclusion in OECD Forums on Responsible Mineral Supply Chains](#). These recommendations range from increasing the number of female panellists, speakers, and presenters from mining communities and local organisations in the Global South to including gender as a cross-cutting reference and a theme in the event logistics, content and composition of panels and presenters.

Part of this Tool was tested during the virtual edition of the OECD Forum on Responsible Mineral Supply Chains in 2021 and during the combined virtual and in-person edition in 2022. Currently, this Tool is presented for further piloting and testing, and feedback on the Tool will be used to update it. Similarly, as policy and operational environments continually influence event organisation practices, this Tool must also evolve in response.

[24] Several resources in the Additional Resources can provide important guidance on this topic.

3.1 Objectives of the Tool

Support for gender equality in the mining sector is a growing priority of the private sector, governments and civil society. However, progress towards concrete, tangible gains has been limited. This Tool provides support to mining-sector practitioners in ensuring the gender-responsiveness of events.

The Tool was developed to enhance the capacity of organisations and event organisers to become more gender-responsive in the conceptualisation, organisation, implementation and evaluation of mining sector-focused information and knowledge sharing events and/or sessions.

The Tool contributes to a body of knowledge and existing approaches geared towards awareness-raising of gender concerns among relevant stakeholders engaged across the mining sector. In addition, this Tool hopes to inspire sector practitioners to enhance their event organisation practices and enlist gender-responsive reflection as a transformative driver of change for achieving gender equality and the empowerment of all women and girls in the mining sector.

3.2 What is in the Tool?

The Tool has two elements: a set of guiding questions including respondent self-identification questions for retrospective analysis and this accompanying guidance note. In addition, the Tool includes a glossary of terms

The guiding questions follow five key areas: (1) Diversity; (2) Inclusivity; (3) Content, topics, and decisions; (4) Venue, logistics and timing; and; (5) Management and communication.

The guiding questions have been developed to assess the event's performance in those five areas. The Tool assesses the extent to which events and/or sessions are gender-responsive. In some circumstances, gender-responsive results are not necessarily achievable; however, all events must ensure they are not gender blind or gender exploitative.





The Tool is available as a separate download on the [WRM website](#) and can be used by everyone who organises a mining-related event. Results obtained by the retrospective assessment can provide the organisers with valuable information on the level of gender responsiveness employed and can identify potential areas for improvement. NGOs can also use the Tool to push for changes in certain organisations by suggesting the use of the Tool. With this, WRM hopes to contribute to more gender-responsive awareness in the mining sector and will be pleased to answer any questions regarding the Tool's implementation and ensuing data analysis.

Importance of Sensitivity and Diversity

Gender, together with age group, sexual orientation and gender identity, determines roles, responsibilities, power and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting.

Source: UN Women, Rapid Assessment Tool, 2020

3.3 How to Use this Tool?

The Tool can be used as part of a broader event evaluation exercise by organisers and partners, including actors representing multilateral, international and national NGOs, private sector companies and businesses working across the mining sector.

This set of guiding questions, prepared by WRM, is designed to retrospectively solicit potentially important insight from event participants (event and partner sessions organisers, panellists, speakers and presenters, and attendees) of any mining-sector focused knowledge and information sharing event, forum, conference, meeting and/or panel sessions. By collecting specific information, including demographic data, the purpose of the guiding questions is to encourage critical reflection on the composition, content, logistics and management of knowledge and information sharing events from the perspective of gender responsiveness. In addition, findings will help to provide suggestions for improving the gender-responsiveness of any mining-sector focused forums and panel sessions, whether or not gender is a specific topic focus.

The guiding questions should be used as a post-attendance evaluation, either as an online survey or a paper-based questionnaire. The guiding questions presented under each key area represent a menu of options that are broadly applicable. Rather than being a prescribed check-list, these questions are discretionary and should provide a starting point for retrospective analysis - they are not a comprehensive list and will be updated to represent emerging good practice. Decisions about which questions to choose under each key area, including which respondent demographic data to collect, should be informed by organizational and institutional practices including ethical considerations and limitations related to privacy, confidentiality and collection of person information, the event context, and in consultation with a gender expert.



Several of the guiding questions are designed to be open-ended and thus, include possible answers that can be included as part of data collection. The guiding questions in this Tool can be adapted to the cultural and social context of the event, its scale and format, organizational capacity to administer the questions and to analyze the data, and any potential sensitivities regarding solisitation of responses.

The amount of time needed to disseminate the questions will depend on the number of event participants, the variety of sessions; event locations; and logistical constraints. For example, if an external evaluator uses the Tool, internal resources must be mobilised to work with the evaluator. The number of responses will determine the time needed to analyse the results: a bigger event with multiple sessions will require more time than a small event.

We suggest that data analysis is conducted using descriptive statistics and/or crosstabulation of data, depending on the organisation's needs and capacities. Findings from the Tool application should inform organization of next event and sessions.



4. Guiding Questions for Retrospective Analysis

Diversity (Participation and Demographic Data)

In what capacity did you participate in the event/session?

Possible answers:

- Panelist, speaker, and/or presenter
- Main event/session organizer
- Partner session organizer
- Attendee

What is your sex?

Possible answers:

- Male
- Female
- Other
- Prefer not to disclose

What is your highest acquired education level?

Possible answers:

- Higher education (e.g. Bachelor's, Master's, PhD)
- Secondary (e.g. vocational school, grammar school, art school, mixed school)
- Primary (elementary school)
- I did not finish school
- Other

What is your age?

What is your nationality?

Do you identify yourself as a person representing any of the following groups?

Possible answers:

- Ethnic minority (e.g. Roma population and other nomadic groups)
- Migrant group
- Indigenous group
- Religious groups
- Sexual/gender minority (e.g. member of the lesbian, gay, bisexual, transgender, and intersex persons/LGBTI community)
- Person with physical disability
- Mining community (e.g. community representative)
- None of the above
- Other

Professional Background Data

Which best describes you?

Possible answers:

- Employed (e.g. full-time, part-time, consultancy, paid activism)
- Unemployed
- Volunteer (e.g. I work but without being paid for, work in exchange for goods only)
- Student
- None of the above
- Other

What type of organization do you represent?

Possible answers:

- Government (e.g. ministry, agency, department, etc.)
- International agency (e.g. United Nations, the World Bank, etc.)
- International non-governmental organization (INGO)
- Local or community-based non-government organization (NGO, CBO)
- Academic/research institution
- Private sector company (e.g. mining /extractive company, resources management company, etc.)
- Self-employed (independent expert, technician, etc.)
- Other

Within your organization, which level of management do you hold?

Possible answers:

- Top-level (e.g. board of directors, chief executive or managing director, etc.)
- Middle-level (e.g. branch, departmental, agency managers, etc.)
- Lower level of management (e.g. supervisors, foremen, section officers, superintendents, etc.)
- Non-management level (e.g. miner, construction/ extraction worker, community representative, etc.)

Which of the following best describes the work you do?

Possible answers:

- Activism/advocacy work
- Programme planning and management
- Policy design and implementation
- Senior management
- Research, statistics and data analysis
- Technical advice/support
- Other [please specify]

*Inclusivity

All of the following questions can be answered with the same answers listed in the footnote.

The session format allowed for active, meaningful and equal participation of men and women (e.g. women, ethnic or indigenous minorities were able to ask questions, etc.)?

In the session, voices of diverse individuals and groups were encouraged (e.g. women, ethnic or indigenous minorities, and/or community representatives were able to share experiences, etc.)?

The session had a balance of female and male speakers, panellists, and/or presenters?

To your best knowledge, have the session had a balance of female and male attendees?

The session included a female facilitator/moderator?

The session facilitator/moderator was gender-aware and sensitive (e.g. gave women and men equal chances to ask questions, etc.)?

The session speakers, panellists, and/or presenters were gender-aware and sensitive (e.g. acknowledged and recognised different gender roles and how these affect women's and men's needs, etc.)?

*Possible answers:

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I don't know / Not sure



Did the session objectives promote gender equality?

Did the session invitation suggest that women and men are welcome to attend?

***Event/Session Content, Topics, and Discussions**

The session conveyed any messages about gender equality (e.g. men and women have the right to benefit equally from mineral production and trade, etc.)?

The session fostered reflection and action around gender inequality (e.g. gendered attitudes and practices that may limit participation of women, vulnerable and minorities groups, in the mining sector, etc.)?

The session included participation methods appropriate for male and female participants (e.g. the session built up women's skills and confidence by asking them questions or facilitating small group discussions)?

The session content was relevant to the lives of women and men (e.g. highlighted the contribution of women, alongside men, to the mining sector, highlighted different impacts on women compared to men, etc.)?

Session content, including presentations, images, topics or subsequent discussions, included any gender biases and stereotypes (e.g. women presented as 'less skilled' "weaker", or "less capable" workers, employees or actors in the supply chain, women grouped with children, etc.)?

*Possible answers:

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I don't know / Not sure



The session included gender-sensitive language (e.g. pronouns 'she,' and 'he' were used)?

The session included data and findings disaggregated by sex and/or gender (e.g. data presented separately on males and females, etc.)?

***Venue, Logistics and Timing**

Was the session venue a place that felt accessible and comfortable for both women and men (e.g. the meeting was held in a community centre or a conference site traditionally used by men and women)?

Did the session venue have facilities for women and men (e.g. separate, private toilets and washing facilities, prayer spaces, etc.)?

Was the session venue a place accessible and comfortable for physically disabled participants (e.g. the venue had entrances, wheelchair-accessible ramps, etc.)?

Were the disability-accessible toilet facilities separate or sufficiently private for men and women?

Were there safe facilities for child care at the venue or nearby?

*Possible answers:

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I don't know / Not sure



Did the timing of the session enable women and men to attend?

Was the session free, affording both women and men to attend?

Was there language translation available for the session (e.g. simultaneous in French, Spanish, or the local language of the event host country)?

***Management and Communication**

Were women and men involved in the event/session organisation?

Was there someone in the event organisation team with experience organising gender-responsive events?

Did the event plans draw on experience from previous events to ensure gender responsiveness is improved?

Did the event objectives promote gender equality and responsiveness?

Did the event invitations make it clear that women and men are welcome to attend?

Did the event set targets for women's participation (including the participation of vulnerable and minority groups)?

*Possible answers:

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I don't know / Not sure



Annexes

Annex I: Glossary of Terms

Empowerment of Women

The empowerment of women concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources, and actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality.

Gender

Distinct from biological sex (that is, male/female), gender is the sociocultural construct that distinguishes, describes, and generally characterises the roles, behaviours, and activities expected and deemed acceptable for men and women and those of different genders influencing the relationships between and among them. Generally thought of on a feminine/masculine spectrum, gender has a bearing on power dynamics between individuals and groups. Gender is based on social, cultural, political, and economic values, beliefs, and structures. Thus, gender roles and relationships are dynamic, change over time, and vary widely between and within cultures.

Gender-based violence

Gender-based violence (GBV) is an umbrella term for any harmful act perpetrated against a person's will based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion and other deprivations of liberty. These acts can occur in public or in private.



Gender disaggregated / Sex-disaggregated data

Gender disaggregated data means data organised and broken down, tracked, evaluated and communicated by gender (e.g., numbers of women and men receiving direct benefits) to illuminate or overcome gender gaps. Sex-disaggregated data breaks down data by sex (e.g., numbers of males and females in a population or primary school enrollment levels). These terms are often used interchangeably, but they are not the same. While most governments collect binary sex-disaggregated data, for example, in national household surveys, increasing attention to gender disaggregation is slowly becoming the norm.

Gender equality

Gender equality, or equality between women and men, refers to the equal enjoyment by women, girls, men and boys - of all ages, sexual orientations and gender identities - of rights, goods, opportunities, resources, rewards and quality of life. It is essential to differentiate between gender equality and gender equity. Gender equity relates to women, girls, men and boys having access to the rights, resources, services, and opportunities, defined by their specific needs. For example, a gender-equitable health provision would include general comprehensive health care and a wide range of services, such as reproductive health, which are essential for the specific differing needs of women and men. In turn, gender equality means that all human beings are free to make their own choices without the limitations set by gender roles. Equality means that women's and men's diversity in behaviour, needs, and aspirations is equally valued and considered.

Gender-responsiveness

Gender responsiveness is identifying and understanding gender gaps and biases and then acting on them, developing and implementing actions to overcome challenges and barriers toward improving and achieving gender equality. Compared to gender-sensitive, gender-responsive extends beyond the “doing no harm” principle; it means “to do better”.



Intersectionality

Intersectionality recognises the interconnectedness of socially constructed categories, such as ethnicity, age, class and gender, which inform a person's or group's relative privilege or disadvantage. An intersectional approach aims to understand how the historical and ongoing effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap or intersect and attempts to recognise and improve the impact of these effects on the experiences of individuals.

Leadership and participation

Leadership and participation are relational and refer to women's degree of influence on decisions that affect the collective. Different women might have different understandings of what it means to be involved in important decisions. This definition considers women in formal roles and women's ability to influence important decisions while not formally holding a leadership role.[1] By promoting the meaningful and safe participation, transformative leadership and collective action of women and girls of all backgrounds at all stages of humanitarian action, also reinforcing similar efforts in conflict prevention, peacebuilding and state-building activities.

[25] Simone Lombardini, Kimberly Bowman and Rosa Garwood, "A 'How to' Guide to Measuring Women's Empowerment. Sharing Experiences from Oxfam's Impact Evaluations.," May 2017, <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620271/gt-measuring-womens-empowerment-250517-en.pdf?sequence=4>

