

# 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.?

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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](http://womenandmining.org)

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