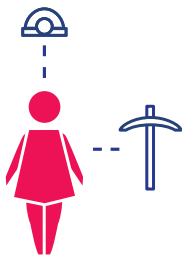




DO'S

WOMEN'S RIGHTS AND MINING

A GUIDE FOR GOVERNMENTS, COMPANIES AND PRACTITIONERS TO SUPPORT WOMEN'S RIGHTS AND MITIGATE GENDER RISKS DURING OECD DUE DILIGENCE IMPLEMENTATION.



The development potential of conflict-free mineral supply chains is now firmly recognised, however, for this potential to be fully realised, men and women need to benefit equally from mineral production and trade. Women's critical role - and the unique risks and challenges they face - need to be made visible to support more equitable development gains. Here are 10 strategies to strengthen risk mitigation strategies during OECD Due Diligence Implementation.

- 1 DO invest in women's rights** because investments in minerals supply chains that promote women's rights can yield higher returns in terms of mineral production, poverty reduction and broader development effects.
- 2 DO realize that women's rights risks are human rights risks** because the gender based violence (GBV) and sexual harassment that occur in supply chains, and which predominantly targets women and girls, represents a violation of women's human rights.
- 3 DO demonstrate leadership and commitment, including within company management systems,** to show support for women's rights comes from the top. Use leadership statements and organizational policies and procedures to communicate your commitment to gender equality both internally and externally. Develop capacity internally and across your networks to build understanding of how gender inequalities are sustained in mineral supply chains and stimulate action to redress the balance.

GOOD PRACTICE GUIDANCE

IMPACT is currently working on a suite of three Gender Impact Assessment tools on: Mining Sector Policy, Law and Governance; Voluntary Principles on Security and Human Rights; and ASM Formalization and Technical Assistance.

To find out more about IMPACT and their work please visit <https://impacttransform.org/en/>

WOMEN'S RIGHTS AT THE FOREFRONT

The Golden Line is a partnership from Simavi, Solidaridad and Healthy Entrepreneurs to increase the opportunities for women working in artisanal and small-scale gold mines in Ghana and Tanzania.

Find out more at: <http://www.thegoldenline.org/>

- 4 DO assess and mitigate gender risks within your mineral supply chains** to ensure that serious abuses are prevented or mitigated. Use your risk assessments, audits and risk management plans to identify and address risks of GBV and other women's rights violations. *Be aware that risks may arise through OECD Due Diligence implementation.* Women may be at greater risk of exploitation, job losses and discrimination as complex compliance procedures are introduced and companies or cooperatives are formalized.
- 5 DO assess and optimize gender opportunities within your minerals supply chains,** to advance women's rights across mineral supply chains. Simply targeting women with training at key points in the supply chain can ameliorate a range of inequalities, as can distributing a proportion of mineral royalties and taxes to respond to women's priorities.
- 6 DO ensure that women's voices are heard and their work in mineral production and trade is valued.** Due diligence implementation can be used to shed light on the invisible roles women play in the supply chain. Engage with women to better understand their issues and concerns and identify workable solutions.
- 7 DO insist on measures to realize women's rights across mineral supply chains.** Private sector actors and governments can apply pressure and assist upstream actors to effectively respond to gender risks. Make it your good business practice to take practical actions to realize women's rights, and expect affiliates, suppliers, customers, and other supply chain actors to do the same.
- 8 DO set specific goals and increase accountability for their achievement** within your risk management plan. Make a gender action plan to identify and address gender risks and incorporate practical opportunities to rectify gender inequality. Embed this in audits and annual reporting, using relevant indicators to monitor performance.
- 9 DO introduce measures to counter risks of backlash** as women become more empowered. Resistance and opposition may arise as the traditional domain of men is challenged and efforts to "keep women in their place," ranging from sexual harassment and sexual and physical violence to threats and public humiliation, represent additional risks of serious abuses. Include these in your Risk Management Plan and suggest adequate mitigation, monitoring and accountability mechanisms.
- 10 DO get the facts and use them** to help monitor and evaluate progress towards gender goals and objectives. Include gender research in document reviews and ensure that on-the-ground risk assessment and audit teams *sensitively* collect data on the gender dimensions of serious abuses.

WOMEN'S RIGHTS AND MINING

FOR MORE INFORMATION

Women's Rights & Mining is a collaborative effort of the Dutch Ministry of Foreign Affairs, GiZ, Global Affairs Canada, and nongovernment organizations based in the Netherlands including ActionAid, Simavi, Solidaridad and KIT Royal Tropical Institute. WRM works with governments, civil society and companies to integrate gender equality concerns into mining policy and practice so that women and men benefit equally and women's rights are realized in mineral supply chains.

To learn more visit: <https://womenandmining.org>