



The session will start soon

IRMA Standard Revision Process

Stakeholder Feedback Webinar

Chapter 1.X – GENDER EQUALITY and GENDER PROTECTIONS

Agenda

1. House rules
2. Ways to contribute today
3. IRMA revision process
4. Overview of the proposed changes
5. Q&A and live chat contribution

1. House rules

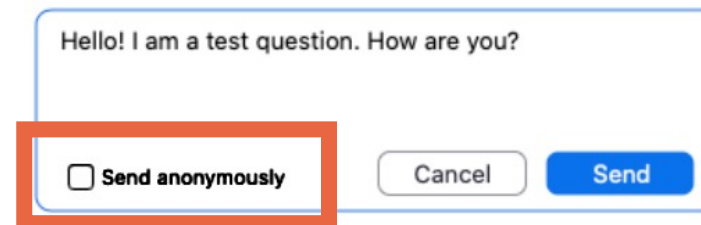
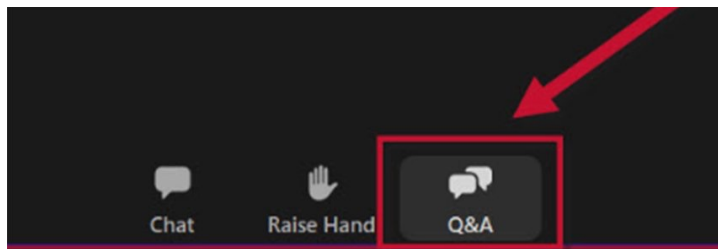
- This event is hosted by **IRMA, the Initiative for Responsible Mining Assurance.**
- This event is being recorded and the recording will be made publicly available on the IRMA website.
- Participants may not post any unlawful, offensive, threatening, libelous, defamatory, obscene or otherwise objectionable content.
- Participants may not post, or send, or link to hateful, degrading, criminal or sensitive imagery or content, or to any content or material that violates laws, violates third party's privacy rights, advocates intolerance or hate against other people on the basis of actual or perceived ethnicity, national origin, caste, sexual orientation, gender, gender identity, religious affiliation, age, disability, or disease.
- Participants may not post or send or link to Spam content or mass unsolicited or aggressive activity that attempts to drive traffic or attention to unrelated accounts, products, services, or initiatives.

2. Ways to contribute today

- This event represents one of the many opportunities and channels available to contribute to the IRMA Standard Revision Process (incl. a dedicated online platform: www.responsiblemining.net/comments2)

Q&A function

- Participants can use the Q&A function of zoom to submit any comment, suggestion, feedback, question, concern, recommendation to IRMA.
- Participants can decide to submit content via the Q&A function in an **anonymous** way

A screenshot of the Zoom Q&A submission form. It features a text input field containing the text 'Hello! I am a test question. How are you?'. Below the input field, there is a checkbox labeled 'Send anonymously'. The checkbox is currently unchecked. To the right of the checkbox are two buttons: 'Cancel' and 'Send'. The 'Send' button is blue, while the 'Cancel' button is white with a grey border.

2. Ways to contribute today

- This event represents one of the many opportunities and channels available to contribute to the IRMA Standard Revision Process (incl. a dedicated online platform: www.responsiblemining.net/comments2)

Chat function

- Participants can also use the Chat function of zoom to share content with the whole audience
- Please note that the chat cannot be used in an anonymous way

2. Ways to contribute today

- This event represents one of the many opportunities and channels available to contribute to the IRMA Standard Revision Process (incl. a dedicated online platform: www.responsiblemining.net/comments2)

=> All content shared with us today will be saved and considered by IRMA as part of the Standard revision process

3. IRMA revision process

A comprehensive revision of our standards allows us to:



Ensure our system remains accountable to all sectors and is aligned with our mission and vision



Remain up-to-date: Reflect the latest scientific understanding in our standard; learning from other standards, policies, laws



Add clarity: Make the standard clearer, more accessible for all stakeholders; learning from first audits



Add consistency: Better align the structure and flow of chapters that are similar; embedding good management systems practice and models

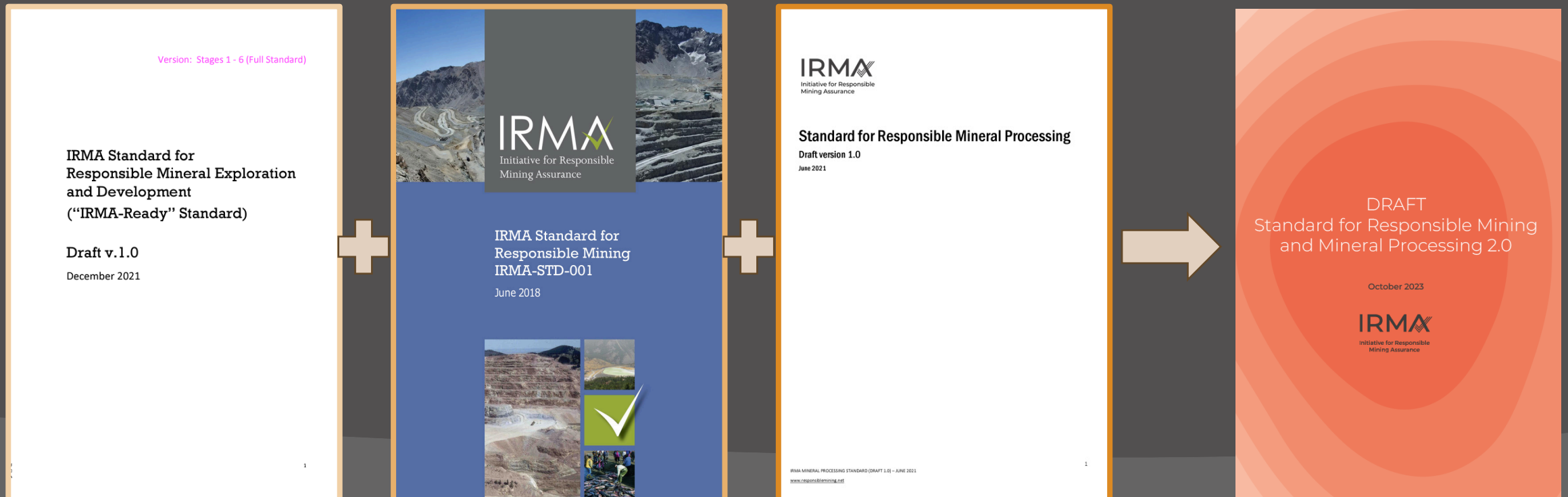


Fill gaps: Address the most significant environmental and social issues

Holistic and integrated approach

IRMA is evolving to address key phases of the mineral supply chain.

- Exploration & Development
- Mining
- Mineral processing



What is in the new consultation draft?

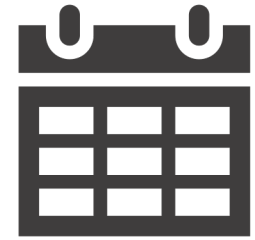
- **Transmittal Letter:** **Not Board approved**; invitation for comments on all content; reflection of IRMA principles (best practice, sound science, efficiency, equal stakeholder value, etc.), the context for proposed changes and questions
- **Drafters' Notes:** Indicate divergence with the 2018 Mining Standard, why the change is being proposed.
 - **NOTES** at the beginning of each chapter (summary of changes proposed)
 - **NOTES** under requirements that are proposed to change and why (e.g., previous requirement wording was unclear, or we had a gap with other standards, international norms, regulatory bodies. Indicates **NEW** or **REVISED** or unchanged.)
 - **CONSULTATION QUESTIONS** lay out the challenging issues that have been raised and ask for feedback to help resolve them
- An **Excel version**, as some prefer to read and comment back in Excel. It contained consultation questions and NOTES.

Consultation draft informed by:

- Experiences from initial IRMA audits
- Review of other standards
- Increased public awareness and evolving expectations of best practice
- Review of emerging issues garnering international discussions
- Comments on DRAFT IRMA-Ready and Mineral Processing
- Ongoing input from stakeholders on particular content
- Expert working group discussions

Public Consultation period is open

From Oct 26 – Jan 26: **90 days**

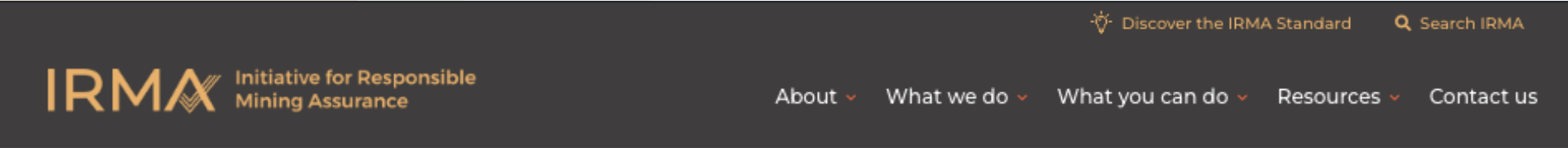


End date:
January 26, 2024

- Consultation period is 90 days
- There are many ways to participate!
- All comments will be considered equally and objectively
- Comments will be included in a public summary of all comments received
- **Comments may be treated confidentially if desired**

Online platform

<https://responsiblemining.net/comments2>



Standard 2.0 online comments

Welcome to the online commenting form for the DRAFT Standard for Responsible Mining and Mineral Processing 2.0. Commenting on the draft is open until 25 January 2024.

To start commenting enter the required fields on the *Get Started* tab and click *Proceed*. For assistance with this form visit the *Support* tab. Visit the [main Standard 2.0 page](#) to learn more about the Standard and other ways to comment.

Get Started

Support

Chapter 1.1
Legal Compliance

Get Started

Name (REQUIRED)

First

Last

Other channels

- Via email

comments@responsiblemining.net

- Via WhatsApp

To comment via text or voice, use the IRMA WhatsApp number:

+1.301.202.1445

- Via postal mail to

IRMA Std Comments

113 Cherry St, #74985

Seattle, Washington, 98104

USA

4. Proposed changes

Objectives/Intent of this chapter

To achieve and maintain gender equality, gender mainstreaming, and gender protections in the workplace and communities where mining and mineral processing takes place.

Scope of application

This chapter is applicable to all exploration, mining and mineral processing projects and operations.

Note: Gender remains a thread Throughout the IRMA Standard

In addition to the proposed new chapter on gender equality and gender protections, **gender is covered across topic areas** in the IRMA Standard, *for example:*

- Community and stakeholder engagement
- Complaints and grievance mechanism and access to remedy
- Gender-specific impacts across topics, e.g. delivering benefits, environmental and social impact assessment, land acquisition, displacement, and resettlement
- Human rights due diligence
- Fair labor and terms of work, including equal pay for equal work, parental leave
- Occupational health and safety, including gender appropriate PPE and facilities
- Community health and safety
- Security arrangements

Overview of Proposed changes



Fill gaps



The focus of this consultation is on the NEW chapter being proposed.

The proposed chapter offers additional requirements that aim to advance gender equality and gender protections.

They complement the many gender-related requirements found throughout the IRMA Standard by requiring mining companies to develop a specific policy and management plan, as well as to monitor and report on it.

Overview of **Proposed changes**

2

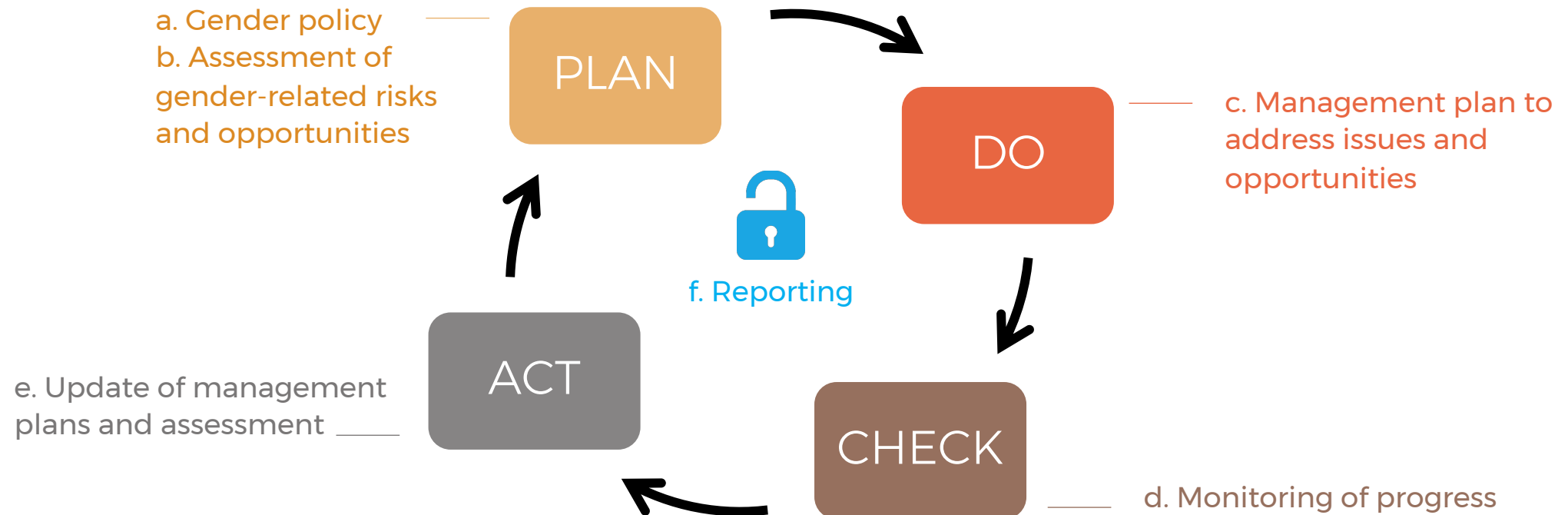
Add consistency: structure



Chapter is organized to flow like other similar social and environmental responsibility chapters:

- a. Gender policy
- b. Assessment of gender-related risks and opportunities
- c. Management plan to address issues and opportunities
- d. Monitoring of progress
- e. Update of management plans and assessment
- f. Reporting

Overview of Proposed changes



Overview of **Proposed changes**

3

Add clarity
+ Remain up-to-date



IRMA proposes definitions of key terms in this chapter:
Gender | Gender Diverse | Gender Equality |
Gender Mainstreaming | Gender Protections |
Intersectional | Vulnerable Group

Aligned with multi-lateral definitions and guidance
(UN, WHO, IFRC, IFC)

Overview of

Proposed requirements

1.X.1. Policy Commitment

1.X.1.1. A **gender policy** (or equivalent) is in place that includes an acknowledgement of the entity's commitment to advance gender equality and gender mainstreaming and to ensure gender protections respect all internationally recognized human rights. The policy:

- a. Is approved at the most senior level of the entity;
- b. Is informed by relevant internal and/or external expertise;
- c. Stipulates the entity's expectations of personnel, business partners and other parties directly linked to the project/operation to advance gender equality and gender mainstreaming and to ensure gender protections; and
- d. Is publicly available and communicated internally and externally to all personnel, business partners, and other relevant parties and stakeholders.

Overview of

Proposed requirements

1.X.2. Gender Impact and Opportunities Assessment

1.X.2.1. The entity establishes an ongoing process to **identify and assess** their level of achievement of gender equality and gender protections, and to **assess gender-related risks or actual impacts** from mining-related activities and business relationships. Assessments:

- a. Follow a credible methodology;
- b. Are carried out by competent professionals;
- c. Draw on internal and/or external gender expertise; and
- d. Is informed by consultations with potentially affected rights holders, including different genders, ages, ethnicities, and any potentially vulnerable groups , and other relevant stakeholders.

Overview of

Proposed requirements

1.X.2. Gender Impact and Opportunities Assessment

1.X.2.2. As part of its assessment, the entity documents, at minimum:

- a. An **explanation** of the assessment methodology;
- b. An **analysis** of current gender norms and gender equality and gender protections **context in the country and project/operation area**, including norms and contexts that may have adverse impacts and those that may create opportunities;
- c. An overview of relevant gender equality and gender protection **laws**, including customary (traditional) laws;
- d. Assessment of the following **gender-related factors**, at a minimum:
 - i. Gender inequalities within the workplace including: 1) differences in remuneration (e.g., non-equal pay for equal work); 2) differences in retention; 3) differences in roles and responsibilities, including participation in senior leadership and management roles and responsibilities; 4) differences in benefits; and 5) differences in levels of health and safety;
 - ii. Gender-specific risks in the workplace including violence, sexual harassment, intimidation, and health and safety;
 - iii. Gender-specific barriers to employment including: 1) education level; 2) training opportunities; 3) accommodating family roles; 4) cultural norms; 5) legal status; and 6) health and safety;
 - iv. Gender-specific barriers to stakeholder engagement (e.g., participation in consultations, training, capacity building) including: accommodating family roles; cultural norms; and health and safety.
 - v. Gender-specific differences in or barriers to equitable community development and benefit sharing opportunities;
 - vi. Gender-specific differences in or barriers to restoration of livelihoods and in outcomes of resettlement action plans, if relevant;
 - vii. Gender-specific risks in the community including violence, sexual harassment, and intimidation; and
 - viii. Opportunities to collaborate with stakeholders to promote gender equity and empowerment in the community and workplace.
- e. The **identification of rights holders**, an analysis of the potential differentiated risks to and impacts on rights holder groups such as different genders, ages, ethnicities, and any potentially vulnerable groups, and a disaggregation of results by rights holder group; and
- f. **Recommended actions or measures** that can be taken by the entity to prevent, mitigate, and remediate identified risks and impacts, giving priority to the most salient issues, and recommended actions or measures that can be taken to promote gender equity and empowerment.

Overview of

Proposed requirements

1.X.2. Gender Impact and Opportunities Assessment

1.X.2.3. At minimum, **stakeholders and rights holders who participate in the assessment process:**

- a. Have the opportunity to **review draft key issues and findings** that are relevant to them, and
- b. Are consulted to **provide feedback** on assessment findings and proposed strategies to prevent, mitigate, and remediate identified salient risks and impacts and promote gender equity and empowerment.

1.X.2.4. The assessment **is updated** when there are proposed changes to mining-related activities, or changes in business relationships or in the operational, environmental, or social context that may create **new risks or change the nature or degree** of an existing impact.

Overview of

Proposed requirements

1.X.3. Management and Promotion of Gender Equity and Empowerment

1.X.3.1. A gender **management plan** (or equivalent) is **developed and implemented** to *prevent, mitigate, and remediate* the most salient gender-related *risks and impacts*, and *promote* gender *equity and empowerment* in its project/operation and in affected communities. The plan:

- a. Is developed by competent professionals;
- b. Outlines specific actions that will be implemented to prevent, mitigate, and remediate identified salient risks and impacts and promote gender equity and empowerment;
- c. Identifies key indicators, and ensures that there is an adequate baseline for the indicators to enable measurement of the effectiveness of actions over time; and
- d. Assigns implementation of actions, or oversight of implementation, to responsible staff;
- e. Includes an implementation schedule; and
- f. Includes estimates of human resources and budget required and a financing plan to ensure that funding is available for the effective implementation of the plan.

1.X.3.2. Stakeholders have access to and are informed about a rights-compatible **grievance mechanism and other mechanisms** through which they can *raise concerns* and *seek recourse* for grievances related to gender-related impacts.

Overview of

Proposed requirements

1.X.4. Monitoring and Evaluation

1.X.4.1. The entity **monitors** whether the prevention, mitigation, and remediation strategies developed to address salient gender risks and impacts and the efforts to promote gender equity and empowerment included in the management plan **are being effectively implemented**. The monitoring:

- a. Includes documentation of actual performance in relation to indicators (see 1.X.3.1.b); and
- b. Includes feedback from internal and external sources, including affected rights holders.

1.X.4.2. Annually or more frequently, the entity **reviews monitoring results** (1.X.4.1) and any related **grievances** and **evaluates the effectiveness** of its strategies. Based on that review, *the management plan is updated, if necessary*, to improve the effectiveness of its actions.

Overview of Proposed requirements

1.X.5. Reporting

1.X.5.1. The entity annually **reports publicly on the effectiveness** of its gender equality and gender protection activities. At minimum, reporting includes the *methods used* to determine the salient gender issues, a list of salient *gender risks and impacts* that were identified, and *actions taken* at the site-level to prevent, mitigate and/or remediate the salient gender risk and impacts and promote gender equity and empowerment.

Criteria #	Criteria name	Req #	Critical?		Exploration - Stage 1	Exploration - Stage 2	Exploration - Stage 3	Project Development	Project Permitting	Operating Mine or Mineral Process
1.X.1	Policy Commitment	1.X.1.1		Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.X.2	Gender Impact and Opportunities Assessment	1.X.2.1			Yes	Yes	Yes	Yes	Yes	Yes
1.X.2	Gender Impact and Opportunities Assessment	1.X.2.2		Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.X.2	Gender Impact and Opportunities Assessment	1.X.2.3			Yes	Yes	Yes	Yes	Yes	Yes
1.X.2	Gender Impact and Opportunities Assessment	1.X.2.4			Yes	Yes	Yes	Yes	Yes	Yes
1.X.3	Management and Promotion of Gender Equity and Empowerment	1.X.3.1			Yes	Yes	Yes	Yes	Yes	Yes
1.X.3	Management and Promotion of Gender Equity and Empowerment	1.X.3.2			Yes	Yes	Yes	Yes	Yes	Yes
1.X.4	Monitoring and Evaluation	1.X.4.1			Yes	Yes	Yes	Yes	Yes	Yes
1.X.4	Monitoring and Evaluation	1.X.4.2			Yes	Yes	Yes	Yes	Yes	Yes
1.X.5	Reporting	1.X.5.1			Yes	Yes	Yes	Yes	Yes	Yes

Key consultation questions

- **REPORTING FREQUENCY:**

Requirement 1.X.5.1 requires an entity to report ‘**annually**’ on the effectiveness of its gender equality and gender protection activities. Is this appropriate here? Do you recommend any other specific timeframe (e.g., bi- annually) and/or circumstance (e.g., major modifications to the mining or mineral processing operation, significant changes in technology, etc.) that should prompt a public report?

Key consultation questions

- Do you have any comments on the set of **minimum factors** listed under 1.X.2.2 and/or can you provide examples of common factors used in gender assessments (with reference to original source)?

1.X.2.2: Minimum gender-related factors in Gender Impact and Opportunities Assessment

Gender inequalities within the workplace

Gender-specific risks in the workplace

Gender-specific barriers to employment

Gender-specific barriers to stakeholder engagement

Gender-specific differences in or barriers to:

- equitable community development and benefit sharing opportunities
- restoration of livelihoods and in outcomes of resettlement action plans, if relevant;

Gender-specific risks in the community

Opportunities to collaborate with stakeholders to promote gender equity and empowerment in the community and workplace

Key consultation questions

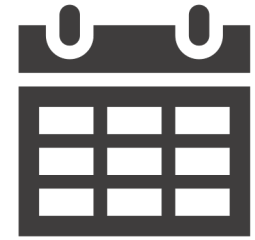
- In some circumstances a person may prefer not to disclose their gender, e.g., when filing a grievance – including a grievance related to gender. Allowing a worker or community member to choose not to disclose this information can have the positive impact of protecting a stakeholder or stakeholder group in some cases and may also make assessing and addressing impacts and opportunities by gender more challenging. Should we include a requirement that allows a preference not to disclose one's gender? Why or why not? In what contexts might a preference not to disclose one's gender be necessary? In what contexts might this not be appropriate?
- Same question for other intersectional factors?

Key consultation questions

- This chapter aims to take an **intersectional** approach, promoting assessment of impacts by gender and understanding and addressing related factors of discrimination such as ethnicity, socioeconomic status, disability, age, geographic location, gender identity, sexual orientation, religion, or marital status, for example.
Are there specific factors you recommend for intersectional assessments?

Public Consultation period is open

From Oct 26 – Jan 26: **90 days**



End date:
January 26, 2024

Online platform

<https://responsiblemining.net/comments2>

Other channels

- Via email

comments@responsiblemining.net

- Via WhatsApp

To comment via text or voice, use the IRMA WhatsApp number: +1.301.202.1445

- Via postal mail to: IRMA Std Comments; 113 Cherry St, #74985; Seattle, Washington, 98104; USA