



## Global Gender Equality (GE) Action Plan

This document provides an action plan for [PWYP's Global Gender Policy](#) which was adopted by members at the PWYP Global Assembly in June 2022. The plan sets out indicators by which we can measure our progress in implementing the policy in each priority implementation area, along with proposed activities for coalitions, the International Secretariat and the global governing bodies to undertake, as relevant. Targets and indicators at national level are the responsibility of national coalitions and targets at regional and global level are the responsibility of the International Secretariat and regional and global governing bodies (the Global Council, the Africa Steering Committee and the Board). Collectively, we are all responsible for implementing this global policy. This document is a living tool and should be used by national coalitions, the International Secretariat and the regional and global governing bodies to undertake regular reviews on progress. It is expected that coalitions, the International Secretariat and the governing bodies will refer to this tool as they plan annual and project-specific work/activities; and that it will be reviewed and updated over time as we collectively learn from implementing our policy.

Objective & targets	Indicators (2025 targets)	Proposed Activities (for national coalitions, governing bodies and Secretariat as relevant)
<b>Priority implementation area 1: People &amp; culture</b>		
<p>PWYP will ensure that it builds an empowered cohort of people that promote consistent attitudes, behaviours and practices that uphold feminist principles.</p> <p><b>By 2025:</b></p> <ol style="list-style-type: none"> <li>1. <i>There is a designated gender champion responsible for ensuring the implementation of and championing the</i></li> </ol>	<ul style="list-style-type: none"> <li>• % of members trained by their national coalition on gender equality and social inclusion (disaggregated by age and gender)</li> <li>• % of members who demonstrate measurable knowledge increase in gender equality principles</li> <li>• % of members at national level who agree that their PWYP coalition has zero tolerance for gender based</li> </ul>	<ol style="list-style-type: none"> <li>1. Conduct training and awareness raising (at least annually) on gender equality and justice in the context of natural resource governance. Topics could include, but are not limited to:               <ol style="list-style-type: none"> <li>a. Intersectionality</li> <li>b. decolonizing development</li> <li>c. using feminist meeting facilitation approaches</li> </ol> </li> </ol>

Objective & targets	Indicators (2025 targets)	Proposed Activities (for national coalitions, governing bodies and Secretariat as relevant)
<p><i>Global Gender Policy within each global or regional governing body (Global Council, Board and Africa Steering Committee)</i></p> <ol style="list-style-type: none"> <li><i>Capacity building on gender equality and inclusion is institutionalised and provided across all global governing levels</i></li> <li><i>There is zero tolerance for gender-based discrimination including sexual harassment, disrespectful jokes, actions and comments across all global or regional governing levels</i></li> </ol> <p><b>By 2030:</b></p> <ol style="list-style-type: none"> <li><i>PWYP coalitions include active gender champions including male champions that support the mainstreaming of gender equality and the principles of this policy</i></li> <li><i>There is zero tolerance for gender-based discrimination including sexual harassment, disrespectful jokes, actions and comments within all PWYP coalitions</i></li> <li><i>Capacity building on gender equality and inclusion is institutionalised and provided by national coalitions to their members<sup>1</sup></i></li> <li><i>PWYP leaders (global, regional and national) actively champion the rights and participation of women, girls and marginalised groups within the movement.</i></li> </ol>	<p>discrimination and a respect for all including marginalised groups</p> <ul style="list-style-type: none"> <li># complaints of abuse, bad practices or bad behaviour raised to Global Council, Africa Steering Committee or Board</li> <li>% complaints of abuse, bad practices or bad behaviour raised at national or global governing body level that are managed responsively.</li> <li># of active gender champions operating at national level with clearly defined roles and responsibilities and with decision making authority on resourcing and budgets</li> <li># of women's rights organisations (WRO) who are members of national coalition</li> <li># trainings delivered for governing bodies and national coalitions .</li> <li># active gender champions on regional and global governing bodies with clearly defined roles and responsibilities</li> </ul>	<ol style="list-style-type: none"> <li>using gender analysis tools to inform design and implementation of campaign and advocacy initiatives</li> <li>Human rights and gender</li> </ol> <ol style="list-style-type: none"> <li>Facilitate opportunities for specialised training and support for gender focal points/champions both in the governing bodies and at the national level</li> <li>Incorporate indicators related to gender in annual planning/project plans for all PWYP related work</li> <li>Develop a zero tolerance form/rule for PWYP members and consultants including suggested penalties that could be applied in case of abuse, bad practices, or bad behaviour (see the PWYP international Secretariat's <a href="#">Anti-Discrimination and Anti-Harassment Policy</a>)</li> <li>Conduct outreach to women's rights organisations at national level, for example through introductory trainings to highlight the intersections between extractive industries, gender and fiscal justice</li> </ol>

## Priority implementation area 2: Structures & policies

<p>PWYP will ensure that gender equality and inclusion measures are fully integrated into its policies and structures at all levels of the organisation including national coalitions, the Board, Global Council, Africa Steering Committee, and the Secretariat.</p> <p><b>By 2025:</b></p> <ol style="list-style-type: none"> <li><i>The Global Gender Policy is well known by a majority of PWYP coalitions</i></li> </ol>	<ul style="list-style-type: none"> <li>% of coalitions that report awareness and understanding of the gender policy</li> <li>number of organisational policies reviewed and/or developed in line with the Global Gender Policy</li> <li>% coalitions that have secured/allocated budget to implement the gender policy at national level</li> </ul>	<ol style="list-style-type: none"> <li>Disseminate the policy in relevant languages on social media and websites, and share periodically on the mailing lists and coalition during meetings</li> <li>Review and update coalition or organisational policies and procedures to include gender and feminist principles. Examples include: <ol style="list-style-type: none"> <li>Provisions for parental leave</li> </ol> </li> </ol>
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<sup>1</sup> NB This 2030 target was not included in the policy that was adopted in 2022 but has been proposed here as a corresponding development from the 2025 target for capacity building of governing bodies.

Objective & targets	Indicators (2025 targets)	Proposed Activities (for national coalitions, governing bodies and Secretariat as relevant)
<p>2. A minimum of 50% of PWYP's board, Global Council and Africa Steering Committee members are women</p> <p>3. PWYP national coalitions take specific actions to promote women as National Coordinators/Directors/Presidents, including considering alternating mandates for men and women</p> <p>4. Where applicable, all PWYP policies e.g. parental and related child care policies reflect the principles of this gender policy.</p> <p><b>By 2030:</b></p> <p>1. All PWYP annual work plans and strategies (national and global) reflect the principles and goals of this policy and include a budget for implementation</p> <p>2. A minimum of 50% of all national coalition's leadership/steering committee roles are held by women</p> <p>3. There is a specific allocation of leadership seats in national coalitions and regional and global governing bodies for other marginalised groups</p>	<ul style="list-style-type: none"> <li>• Proportion of funding secured/allocated by the International Secretariat to implement the gender policy at the global level</li> <li>• % of members in leadership positions (at coalition, secretariat and governing body level) who are women and from other marginalised groups.</li> <li>• % of leadership seats (at coalition, secretariat or governing body level) reserved for women</li> </ul>	<ul style="list-style-type: none"> <li>b. Flexible working hours to enhance work/life balance and self-care</li> <li>c. Inclusive recruitment approaches</li> <li>d. Responsible and transparent decision making</li> <li>e. Respectful feedback</li> <li>f. Grievance reporting mechanisms</li> </ul> <p>3. Revise criteria for leadership roles as required to reflect feminist principles - for example, requiring a minimum percentage of women in leadership roles</p> <p>4. Actively fundraise for implementation of the gender policy at national coalition and global levels</p> <p>5. Ongoing review of governance standards at national and global levels in line with PWYP Global Gender Policy</p>

### Priority implementation area 3: Advocacy & campaigns

<p>PWYP will promote gender justice in the extractive sector in its advocacy and campaign initiatives.</p> <p><b>By 2025:</b></p> <p>1. PWYP advocacy and campaign initiatives consider a feminist lens and include specific objectives and strategies to promote gender justice where appropriate</p> <p>2. PWYP advocacy and campaign initiatives have a clear vision, consistent message, and coordinated approach to advancing gender justice in the extractive industries.</p> <p><b>By 2030:</b></p> <p>1. PWYP advocacy and campaign initiatives are designed to reflect the principles and goals of this policy, including through measurable objectives relating to gender equality and social inclusion</p> <p>2. Intersectional gender power analysis and</p>	<ul style="list-style-type: none"> <li>• # of coalitions that use a gender analysis tool to inform the design of their advocacy and campaign initiatives</li> <li>• # of PWYP advocacy and campaigns research and expose cases of impacts caused by the extractive sector on women and girls</li> <li>• # of gender related outcomes/impact measured from PWYP advocacy and campaigns at national and global levels</li> <li>• # of PWYP advocacy and campaigns challenging social norms and the exclusion of women in the extractive sector, or harm to women by the extractives sector</li> </ul>	<p>1. Use available gender analysis tools to inform design and implementation of campaign and advocacy initiatives. Some examples include:</p> <ul style="list-style-type: none"> <li>a. <a href="https://oi-files-d8-prod.s3.eu-west-2.amazonaws.com/s3fs-public/file_attachments/oxfams_guide_to_feminist_influencing_english.pdf">https://oi-files-d8-prod.s3.eu-west-2.amazonaws.com/s3fs-public/file_attachments/oxfams_guide_to_feminist_influencing_english.pdf</a></li> <li>b. <a href="https://policy-practice.oxfam.org/resources/a-guide-to-feminist-advocacy-131591/">https://policy-practice.oxfam.org/resources/a-guide-to-feminist-advocacy-131591/</a></li> <li>c. <a href="https://resourcegovernance.org/analysis-tools/publications/primer-gender-and-extractives">https://resourcegovernance.org/analysis-tools/publications/primer-gender-and-extractives</a></li> <li>d. <a href="https://developmentgateway.org/blog/genderdatapt1/">https://developmentgateway.org/blog/genderdatapt1/</a></li> <li>e. <a href="https://www.worldbank.org/en/topic/extractiveindustries/brief/gender-in-extractive-industries">https://www.worldbank.org/en/topic/extractiveindustries/brief/gender-in-extractive-industries</a></li> </ul> <p>2. Include reflection on gender impacts of all campaigns and advocacy initiatives, including unexpected impacts (negative or positive) on women and marginalised groups</p>
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Objective & targets	Indicators (2025 targets)	Proposed Activities (for national coalitions, governing bodies and Secretariat as relevant)
<p><i>gender-responsive risk analysis are conducted as a central part of advocacy/campaign design and planning at national, regional and global levels</i></p>		<p>3. Include a gender analysis/inclusion section and consider gender in risk assessments in all grant proposals</p>

**Priority implementation area 4: Communications**

<p>PWYP will promote, preserve and celebrate the dignity and resilience of diverse women, girls and other groups facing systemic exclusion and marginalisation in its communication materials.</p> <p><b>By 2025:</b></p> <ol style="list-style-type: none"> <li>1. <i>PWYP regional and global communications incorporate the principles of this policy, including through the use of gender sensitive and inclusive language and images</i></li> <li>2. <i>PWYP regional and global communications are based on concepts of inclusion, empowerment and support; and uphold the rights and dignity of women and girls.</i></li> </ol> <p><b>By 2030:</b></p> <ul style="list-style-type: none"> <li>• <i>PWYP national coalitions and leaders consistently communicate in a way that reflects the principles of this policy, including use of gender inclusive language and images.</i></li> <li>• <i>PWYP is a visible and recognised ally of the wider feminist and gender justice movement at national and global levels.</i></li> </ul>	<ul style="list-style-type: none"> <li>• # of communication materials challenging social norms and the exclusion of diverse women, girls and other marginalised groups in the extractive sector</li> <li>• # of communication materials that use feminist language and images</li> <li>• # of gender events and campaigns PWYP members have joined and spoken in</li> <li>• # of media products (articles, TV reportage) that focus on gender and extractives</li> </ul>	<ol style="list-style-type: none"> <li>1. Review and update communication guidance tools (at national or global level as relevant) to include gender equality indicators in line with the Global Policy</li> <li>2. Develop an inclusive language guide for coalition members</li> <li>3. Review communication materials with a feminist lens before publication and ensure they meet the objectives of this policy</li> <li>4. Identify and support opportunities for PWYP members to speak on gender and natural resource governance at relevant events</li> <li>5. Develop media engagement plans on gender and extractives.</li> </ol>
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