



PUBLISH WHAT
YOU PAY

PWYP Global Gender Policy

June 2022



1. Policy Statement

Publish What You Pay (PWYP) commits to taking on a feminist perspective in everything we do. We understand this to mean working to uphold the rights and dignity of all people regardless of their sex, gender, race, age, class, ability or other social identifiers. We strive to foster a culture of inclusivity, respect, and equality that embodies our commitment to embracing feminist values and principles in the work we do.

We recognise that there is no just natural resource governance and transparency without gender justice. We challenge gender and identity-based discrimination in all its forms. We also interrogate the drivers of gender inequality particularly power, and patriarchy. We remain committed to a people-centred agenda for the natural resource governance sector, mobilising citizens particularly those facing systemic and institutionalised discrimination and marginalisation to claim their rights.

2. Application

This policy applies to:

- Members of PWYP governing bodies (Board, Global Council, and Africa Steering Committee)
- PWYP International Secretariat
- National PWYP coalitions.

Any individual or entity that falls within these is referred to as 'we' or 'us' within this document. Each national coalition shall enact their own action plans and other regulatory documents that enable compliance with this policy. This policy is ratified by the PWYP Global Assembly.

Recognising that we operate in a time of rapid and unprecedented change, this policy shall be reviewed **every three years**, or earlier as required.

3. Guiding principles

Four guiding principles underpin this policy. These principles reflect key components of our Vision 2025 strategy and sum up our commitment to advancing gender equality:

- **Member driven:** we will foster an effective and inclusive global coalition that works through collective action.

- **Gender justice:** we will strengthen our understanding of gender justice including applying a feminist lens and principles to all we do and work towards addressing the multiple and intersecting forms of discrimination which diverse groups of women, girls and other marginalised groups face.
- **Inclusion and diversity:** we will strive to become more inclusive by proactively forging links and building partnerships/alliances with disability, indigenous women's, youth, and gender rights groups and internally, by having a more gender-balanced leadership and representation.
- **Thought leadership:** we will contribute to shaping a powerful discourse for a feminist approach to a people-centred agenda for the extractive sector.

4. Purpose

PWYP envisions a world where all citizens benefit from their natural resources, today and tomorrow. PWYP believes that gender justice is central to achieving our vision. Based on international gender instruments/standards including the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and follow up documents, as well as the Sustainable Development Goals (SDGs), the objectives of PWYP's Global Gender Policy are to:

1. Provide a clear vision, a consistent message, and a coordinated approach to the promotion of gender justice across all governing levels
2. Promote member and institutional knowledge on gender justice and how this intersects with the extractive sector
3. Set standards to becoming an organisation that embraces and applies feminist values, principles and practices to which we shall hold ourselves accountable
4. Redefine and shape a culture that embodies PWYP's commitment to gender justice
5. Communicate our position on intersectional feminism and gender justice to our stakeholders within the extractive sector

PWYP will strive to achieve these objectives in four broad priority implementation areas:

- People and culture
- Structures and policies
- Advocacy and campaigns
- Communications

These priority implementation areas are the benchmark against which the implementation of this gender policy will be measured. These priorities are interlinked and mutually reinforcing to ensure PWYP achieves its vision of embracing feminist values and principles in the work

we do. No priority can be considered in isolation and each priority implementation area must be given equal weight and importance. Gender equality indicators have been developed for each priority.

5. Priority Implementation Areas

5.1. People & culture

PWYP will seek to build an empowered cohort of people that promote consistent attitudes, behaviours, and practices that uphold the principles of this policy.

Indicators of success

By 2025:

1. There is a designated gender focal person responsible for ensuring the implementation of and championing the Global Gender Policy within each global or regional governing body (Global Council, Board and Africa Steering Committee)
2. Capacity building on gender equality and inclusion is institutionalised and provided across all global governing levels
3. There is zero tolerance for gender-based discrimination including sexual harassment, disrespectful jokes, actions and comments across all global or regional governing levels

By 2030:

1. PWYP coalitions include active gender champions including male champions that support the mainstreaming of gender equality and the principles of this policy
2. There is zero tolerance for gender-based discrimination including sexual harassment, disrespectful jokes, actions and comments within all PWYP coalitions
3. PWYP leaders (global, regional and national) actively champion the rights and participation of women, girls and marginalised groups within the movement.

5.2. Structures & policies

PWYP will aspire to integrate gender equality and inclusion measures into policies and structures.

Indicators of success

By 2025:

1. The Global Gender Policy is well known by a majority of PWYP coalitions

2. A minimum of 50% of PWYP's board, Global Council and Africa Steering Committee members are women
3. PWYP national coalitions take specific actions to promote women as National Coordinators/Directors/Presidents, including considering alternating mandates for men and women
4. Where applicable, all PWYP policies e.g. parental and related child care policies reflect the principles of this gender policy.

By 2030:

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
2. A minimum of 50% of all national coalition's leadership/steering committee roles are held by women
3. There is a specific allocation of leadership seats in national coalitions and regional and global governing bodies for other marginalised groups

5.3. Advocacy and campaigns

PWYP will promote gender justice in the extractive sector in its advocacy and campaign initiatives.

Indicators of success

By 2025:

1. PWYP advocacy and campaign initiatives consider a feminist lens and include specific objectives and strategies to promote gender justice where appropriate
2. PWYP advocacy and campaign initiatives have a clear vision, consistent message, and coordinated approach to advancing gender justice in the extractive industries.

By 2030:

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
2. Intersectional gender power analysis and gender-responsive risk analysis are conducted as a central part of advocacy/campaign design and planning at national, regional and global levels

5.4. Communications

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.

Indicators of success

By 2025:

1. PWYP regional and global communications incorporate the principles of this policy, including through the use of gender sensitive and inclusive language and images
2. PWYP regional and global communications are based on concepts of inclusion, empowerment and support; and uphold the rights and dignity of women and girls.

By 2030:

1. 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.
2. PWYP is a visible and recognised ally of the wider feminist and gender justice movement at national and global levels.

6. Roles and responsibilities

In order to institutionalise this policy, members and governing levels of PWYP will do the following.

The Board and Global Council will:

- oversee the implementation of this policy
- ensure adequate budget and resources needed for the implementation of this policy
- promote the principles of this policy

National coalitions will:

- promote the principles of this policy
- commit to upholding the principles of this policy
- integrate the policy into their work plans

The International Secretariat will:

- promote the principles of this policy
- integrate the policy into their work plans
- serve as a repository of knowledge and support to national coalitions

This policy was approved by members at the 5th PWYP Global Assembly on 30 June 2022 following a movement-wide consultation.

Annexes

1. Definitions

Feminist lens: This means carefully and deliberately examining the structural systems of power and how these impacts on people including diverse women, girls and gender non-confirming people when analysing, planning, and/or making decisions about programs, policies et cetera. Applying a feminist lens means examining all the implications of your work in terms of gender and exclusion.

Feminist principles: These are set of principles that uphold the belief that all people are equal and should be treated equally. The application of feminist principles means analysing the structural systems of power in its many forms, and understanding/recogonising the societal expectations of all people.

Gender: Gender refers to cultural meanings attached to being “masculine” and “feminine”, which influence personal identities. As a social construct, gender varies over time and changes from society to society. These social constructs are time/context specific and are changeable. They are learned and influenced by family, peers, the media, schools, religion, the government, et cetera. Gender determines what is expected, allowed, and valued of people in any given context. It is rooted in the power relations that shape choices, experiences, and opportunities. These power relations influence every aspect of an individual's life and at every level ranging from the household level to a global level. Gender is not interchangeable with women - gender refers to both women, men and those who do not identify as either, and the relations between them.

Gender based violence: Gender based violence refers to harmful acts - physical, economic, sexual, psychological - that are directed to an individual as a result of their gender. While gender-based violence is directed at diverse men and boys, it is diverse women, girls, and gender non-confirming people who are most frequently the target of gender-based violence. This is because gender-based violence is rooted in gender inequality, the abuse of power and harmful norms.

Gender champion: This is someone who supports and enables PWYP's gender equality work. This person may not have formal responsibilities for gender equality but is passionate and informed about gender justice.

Gender equality: The United Nations defines Gender Equality as the realisation of equal rights, opportunities, and responsibilities of all. Gender equality means that the rights, responsibilities, and opportunities of individuals will not depend on whether they are born male or female. Gender equality is fundamentally an issue of power.

Gender equality and social inclusion: Gender Equality and Social Inclusion is a fundamental human right and a precondition to improved developmental outcomes. Gender Equality and

social inclusion addresses improving livelihoods, assets, and services for all, including women, girls, gender non-confirming people, the poor and excluded e.g., people with disabilities, indigenous people et cetera. It supports more inclusive policies, programs and mind-sets and increases the voice and influence of all.

Gender justice: Gender justice refers to the complete and total equality between diverse groups of men and women and boys, girls, and gender non-confirming people in all spheres of life. Achieving gender justice is a human rights issue. A commitment to gender justice requires taking a stand against gender-based discrimination, exclusion, and gender-based violence. Gender justice focuses on holding duty bearers accountable to the fulfilment of human rights, especially women, girls, gender non-confirming people, the poor and excluded.

Gender mainstreaming: Gender mainstreaming refers to the integration of a gender equality perspective across organisational policies, plans, processes, and programmes. Gender mainstreaming is not an end in itself but a means to an end. It is a process that addresses and evaluates what an organisation does externally and how it works internally. The objective of gender mainstreaming is to take into account the needs and constraints that everyone including diverse women, and gender non-confirming people face, the realisation of their needs and rights and that equality is ultimately achieved.

Intersectionality: Intersectionality, a concept framed in 1989 by Kimberlé Crenshaw is a tool of analysis that recognises and understands how aspects of our identity e.g. race, class, diversity, age, ethnicity, sexual orientation, dis (ability) overlap and intersect with one another to create interdependent and overlapping systems of discrimination, disadvantages or privileges.

Marginalised or excluded groups: These are groups that experience discrimination and exclusion as a result of unequal power relations, often driven by gender and social norms as well as economic and political factors. Marginalisation is both a process and a condition that prevents individuals from enjoying the full realisation of their rights. People can be marginalised due to several factors: sexual orientation, race, gender, ethnicity, displacement, disability et cetera. Marginalised or excluded groups include but are not limited to gender non confirming people, people with disabilities, internally displaced people, indigenous people, women, girls, youth and the poor.

2. Why gender equality?

- **Gender equality is at the heart of development:** Decades of research has produced solid evidence that countries that do not prioritise the lives and livelihoods of vulnerable groups especially diverse groups of women, girls and gender non-confirming people face costly (and intergenerational) implications including costs to national human development capital, productivity, growth, etc.
- **It is smart economics:** The prioritisation of the equality of all its citizens enhances productivity, tackles generational poverty, and improves their development outcomes. Additionally, a balanced gender representation in the natural resource governance sector with women, girls and gender non-confirming people as active participants will have positive effects on the way gender issues are considered and responded to.
- **It is about human rights:** Gender equality is a human rights issue. Protecting, promoting, and ensuring the full realisation of the rights of marginalised, and excluded groups is the responsibility of all. The discrimination of people on the basis of their gender identity is prohibited in almost every human rights treaty including the International Convention on Civil and Political Rights.
- **It promotes the fundamental principle of democracy:** While women, girls and gender non-confirming people are over half the population of the world, they remain, even today in the 21st century, highly marginalised and underrepresented in governments or any other positions where decisions are made. This continues to undermine democracy and remains highly detrimental to our evolution as a society.