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Gender Safeguards for the Kimberley Process: Global Policy Dimension

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Stakeholder Consultation

CONSULTATION VERSION

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CONSULTATION VERSION: Gender Safeguards for the Kimberley Process: Global Policy Dimension

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Glossary of Terms

ASM	Artisanal and Small-scale Mining
CSR	Corporate Social Responsibility
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
EC	European Commission
EIGE	The European Institute for Gender Equality
EU	European Union
ICGLR	The International Conference on the Great Lakes Region
KP	Kimberley Process
KPCD	Kimberley Process Core Document
KPCS	Kimberley Process Certification Scheme
LSM	Large-scale Mining
OECD DDG	The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict— affected and High-risk Areas
PRADD	Property Rights and Artisanal Diamond Development
SDGs	Sustainable Development Goals
SGBV	Sex and gender-based violence

Background, Objectives, and Scope

The Kimberly Process (KP) is a global tri-partite initiative between governments, civil society and industry that launched in May 2000 under UNGA Resolution 55/56 to stop the trade in 'conflict diamonds'.¹ The Kimberley Process Certification Scheme (KPCS) is seen as a unique conflict-prevention instrument to promote peace and security. Its purpose is to ensure that rough diamonds are not being used to fund armed conflict. The KP currently has 54 participating members ('Participants' hereafter), representing 81 participating countries.²

Levin Sources was commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) as part of its GIZ-implemented Extractives and Development sector programme (X4D) to develop a policy briefing that provides direction for greater incorporation of gender into the KP reform process.

The objectives of the project are to:

1. establish a guidance document that informs KP stakeholders in programming and implementation of the KPCS in participant countries
2. provide the direction and justification for gender advocacy in the KP internationally and locally

The KP has entered a two-year review of its operations, evaluating both key processes and documentation.³ At the most recent KP Intersessional, Hilde Hardeman, KP Chair for 2018, stated that "the issue of review and reform is at the core of the EU Chairmanship" and that "we must make sure that the Kimberley Process remains fit for purpose [...], maintain it, and further consolidate it and at the same time be ready to look beyond it".⁴ She also stressed that the "the position and livelihoods of mining communities are key".⁵ The emphasis on review and reform of the KP by the European Union Chairmanship of the KP in 2018 could also provide opportunities for greater incorporation of gender considerations in KP policy and process.

This briefing document examines the justification for the inclusion of gender considerations in the KP reform efforts and provides practical recommendations for policy and process reforms. It also takes note of existing incentivising and disincentivising structures for encouraging gender equality behaviour in KP implementation. The methods used were interviews with key informants and desk-based research, analysing the KP at a global policy level as well as looking at its implementation in Côte d'Ivoire and Sierra Leone as country case studies. Informant interviews in case study countries were conducted in person by local researchers; interviews with global actors were conducted remotely. Interviewees have been coded in the references of the report, and Levin Sources have provided GIZ with a separate document linking interviewee codes to source names. A panel discussion at the European Development Days entitled 'Kimberley Process - Building Sustainable Conditions for Peace and Prosperity' was also used as an opportunity for stakeholder feedback and discussion.⁶

1 Justification of Gender Safeguards in the Kimberley Process

1.1 Justification through International Expectations

The Universal Declaration of Human Rights commits to equal rights for men and women, and so does Article 1 of the Charter of the United Nations. Under national law of all European Union states and international human rights law there is an obligation to promote gender equality and empowerment of women. Gender impact assessments and mainstreaming efforts help to do this through creating policies that are gender sensitive and strive to avoid perpetuating existing inequalities. Because even if laws treat women and men as equals, existing societal inequalities mean that women often do not have equal access to and control over material and non-material resources and assets.

The mainstreaming of gender into programmes, policies and legislation is a tool used to ensure that gender dynamics are considered as part of policies and programs, and has become an international expectation of governments, international organisations, civil society and the private sector.⁷ Gender impact assessments of an organisation's policies and procedures aim to assess the ways policies differently impact men and women and account for these differences in the development process, ensuring policies are created to benefit all stakeholders equally. Following the 'Fourth World Conference on Women: Action for Equality, Development and Peace', the United Nations committed to mainstreaming gender in all policies and programmes in the United Nations system, and the subsequent General Assembly resolution 64/289 established the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in 2010 with the mandate to promote and coordinate work within the UN systems for the empowerment of women.⁸

1.2 Justification from the Mandate of the Kimberley Process

In 2018 the United Nations General Assembly adopted a resolution to align the work of the KPCS with the 2030 Agenda for Sustainable Development, which is articulated in the 17 Sustainable Development Goals (SDGs).⁹

SDG 5 commits to 'achieving gender equality and empowering all women and girls' and includes the following targets:

- Ending all forms of discrimination against women and girls
- Eliminating all forms of violence against women and girls
- Ensuring women's full and equal participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.¹⁰

The European Institute for Gender Equality (EIGE) proposes assessing the relevance of gender to legislation, policy plans and policy programmes through assessing its purpose according to whether the target group is people, and whether it directly or indirectly affects women and men with regards to the access and/or control of resources, their social position and gender-based norms.¹¹ The KP meets both EIGE criteria as the target beneficiaries of the KP include the people from diamond producing countries that have suffered from the trade of conflict diamonds as well as acting as a safeguard mechanism for shipments of rough diamonds certified as 'conflict-free' for the trade of diamonds. As a multi-stakeholder initiative, the KP also has the potential to implement SDG 17 'Partnership to achieve the goals', by working collaboratively on SDG 5 with actors from across the diamond trade.¹²



The KP is also an intervention against conflict financing which operates in conflict-affected countries and countries recovering from conflict. The Kimberley Process Core Document (KPCD) focus is ending the trade of 'conflict diamonds'. The UN Security Council Resolution 1325, adopted in 2000, points specifically to the importance of gender analysis in contexts of conflict and requires action to be taken to ensure that women are protected and can meaningfully participate in finding solutions to conflict and maintaining peace.¹³ Civil society groups and experts on peace transitions advocate for greater use of gender analysis and inclusion when working in peace transition contexts like many of the diamond producing countries that are participants in the KPCS. Internationally recognised Guidance like the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-affected and High-risk Areas (OECD DDG), which is used as best practice guide for other Standards and many actors in the minerals industry, refers to issues of sex and gender-based violence (SGBV) and makes a commitment towards gender equality, but the KP currently has no such equivalent. The Kimberley Process Core Document has no mention of gender within it. However, schemes like the KP which are not specifically targeting gender are not inherently gender-neutral or free from gender impacts.

1.3 Key Strengths of Current KP Implementation in Promoting Gender Equality

Although the Kimberly Process Core Document does not address gender explicitly, **a commitment to women's rights is included in the 2012 Washington Declaration on Integrating Development of Artisanal and Small-scale Diamond Mining (ASDM) with Kimberley Process Implementation in relation to the role of women in Artisanal and Small-scale Mining (ASM)**. The Washington Declaration outlines several best practices to 'facilitate improved integration of economic development principles and actions into the ASM sector and KP implementation' and was agreed upon through consensus between all KP Participant countries.¹⁴ Section B5 makes specific reference to gender equality, stating:

"Women and children can be in particular danger within the ASM sector. Participants are encouraged to promote gender equity and strengthen efforts to guarantee women equal access to land rights, education, credit and training programs."¹⁵

This declaration does not have the same level of authority as the Kimberly Process Core Document and the focus of its gender commitment is exclusively on the role of women in ASDM communities rather than in the KP policy and procedure overall. However, as it was published with the agreement of all participant countries, it outlines a strong political commitment to promoting gender equality within the ASDM sector through the KP.

There are several women working in prominent roles in the KP at a global level. During the 2018 EU Chairmanship of the KP the following key roles are occupied by women:

- Chair of the KP
- Head of the Working Group on Statistics
- Head of the Committee on Participation and Chairmanship
- Executive Director of the World Diamond Council
- Director of the Diamond Development Initiative

The presence of a female chair of the KP in 2018 and female leadership in the working groups are positive examples of women in positions of authority within the KP and position the EU Chairmanship well to draw attention to the issue of gender and advocate for a more balanced gender distribution within the KP overall.



1.4 Key Weaknesses of Current KP Implementation in Promoting Gender Equality

Despite the above-mentioned strengths, there are still many areas of the KP that fail to promote gender inclusive behaviour:

The Kimberley Process does not have an overall stance which promotes gender equality and inclusion across its institutions and policies. The Kimberley Process Certification Scheme does not mention gender at all and it has not considered the impact of its implementation from a gender perspective, despite being a scheme that impacts both men and women, and their access and control over resources. Failing to take a position on gender and its relationship to the KP systems shows the KP to be gender-blind rather than gender-neutral and means there is not a strong mandate to tackle gender issues within the KP system as they arise.

To date, the tangible outcomes of the Washington Declaration's public commitment to gender equality since 2012 have been limited and unintentional rather than a part of a targeted effort by the KP. The 2012 Washington Declaration on Integrating Development of Artisanal and Small-scale Diamond Mining with Kimberley Process Implementation does not specify how the KP is intended to be used to bring about greater access to 'land rights, education, credit and training schemes', and there have been no focused initiatives to implement these changes through the KP, although projects like Property Rights and Artisanal Diamond Development (PRADD) have worked on these issues in diamond producing countries such as Côte d'Ivoire.¹⁶ The ASDM sector is male-dominated and this reality has not been addressed by the KP either in the form of a public statement or in practical action.¹⁷

There is not currently any gender-disaggregated data collected about the number of women attending KP intersessional meetings, plenaries and meetings of the various working groups. As a result, it is not possible to accurately measure the gender distribution of KP attendees. Gender-disaggregated data is a crucial measure to assess progress towards greater gender inclusion by an institution and raise awareness about existing gender issues. The absence of monitoring shows a lack of commitment to gender equality even at the level of participation in events. Lack of data also presents challenges for monitoring and evaluation, making it difficult to set realistic targets and indicators to measure progress.

Women are under-represented at annual KP events among participant countries, industry and members of the Civil Society Coalition. Although there are some women in prominent leadership roles, there is not enough emphasis on this issue or any action steps that have been taken to encourage more female attendees.¹⁸



2 Recommendations for Entry Points in the Kimberley Process to Promote Gender Equality

2.1 Collect data on gender

As part of the 2030 Sustainable Development agenda, the United Nations Economic and Social Council requires SDG implementation to be tracked by social status, gender, age and location.¹⁹ The European Institute for Gender Equality also advocates for the collection of gender-disaggregated data as a crucial component for effective gender impact assessment and interventions, noting that the absence of enough gender-disaggregated data, statistics and information leads to conclusions based on perception and speculation rather than facts.²⁰

The KP is well positioned to address this challenge in the diamond mining sector through the expectations of data collection that is already required of participant countries. According to Section V of the Kimberley Process Core Document participant countries are obliged by the KP to provide a range of data to the Chair about their diamond sectors.²¹ This includes statistical data on import and export and national internal controls, and 'exchange on a regular basis experiences and other relevant information, including on self-assessment, to arrive at best practice'.²² Demographic data could include: age, gender, number of years in mining, number of dependents, average monthly incomes, livelihood of spouse, level of education, migration status and role/functions in the diamond mining supply chain.²³

The International Conference on the Great Lakes Region (ICGLR) Guidelines for Gender Mainstreaming in the Minerals Sector notes that in many cases there is already substantial data collected by mining institutions that can be very easily gender-disaggregated.²⁴ This is also true of the KP, which collects data regularly through the peer-review mechanism, including review visits in participating countries and annual country reports. Having additional data around gender collected including during review visits and in a participant's annual reports could contribute to greater awareness about gender issues in ASDM, contribute to monitoring change within the ASDM sector and setting meaningful targets at a national level. If these were reported back to the KP Working Group on Monitoring (WGM) and discussed during the KP intersessional and plenary meetings, then it also provides an opportunity for comparative analysis and peer to peer learning. Having greater participation of vulnerable groups in field missions and appraisals by the KP will help to better understand the wider ASDM community and what is most needed to promote gender equality.²⁵

Some examples of how this could be done are listed below:

Action	Description	Actor
Collect gender-disaggregated data in country reports	<ul style="list-style-type: none"> - As this data is not currently collected within basic supply chain information, it may require a gender baseline study to initially understand tertiary roles. - Data could be reported back to the KP at intersessional or plenary, and to relevant working groups to raise awareness about gender and act as a starting point for collaborative action to address these issues. - Women's roles could also be reflected in the supply chain mapping so that there is a greater understanding and appreciation of tertiary roles that women play in contributing to the mining sector beyond directly working in the mines themselves.²⁶ 	KP Participants, Working group of Monitoring

Action	Description	Actor
	- There should be a section of the report which gives some justification of what the results show, for example if there is a gender imbalance, what are the underlying causes of this?	
Have the Civil Society Coalition regularly collect data using a gender tool (such as the one used by PRADD)	Civil Society Coalitions can help to raise awareness about gender issues by working to understand the gender dynamics of the KP supply chain in their own countries and reporting back to the Civil Society Coalition and national mining authorities about this, as well as making the data publicly available. This data could also assist in review visits and country reports and be used by the KP participant's governments to understand the challenges, opportunities and best practices existing in their own diamond supply chain.	Civil Society Coalition and individual civil society organisations
Standardise the information collected in country reports and review visits, including a section on gender.	A standardised reporting template will make data from different countries more easily comparable and interpretable across the KP and contributes to greater learning about the sector as a whole. A gender assessment tool such as the PRADD project in Côte d'Ivoire could be used.	KP Chair, Working Group on Monitoring
Publish data about review visits and country reports, including data on gender.	Making data collected by the KP publicly available contributes to overall understanding of the sector and is a public service of annual information on participant countries which would be beneficial for both academics, experts, industry, CSO, governments and development agencies. This data can be used to target interventions more specifically according to the needs of each country and raise awareness about the sector and the gender dynamics within it.	KP Chair, KP Participants, Working Group on Monitoring

2.2 Facilitate discussion around gender

The issue of gender inclusion within the KP and the diamond sector is not one that has attracted significant attention. There is a lack of awareness within both participant countries and the KP itself as to how the KP can and does impact gender dynamics.²⁷ A lack of understanding of basic gender theory and sensitisation to gender-related issues was also noted by key informants and is seen as one of the major challenges that needs to be addressed for the KP to promote gender equality.²⁸ For many participants in KP, the issue of gender is seen as relevant only in terms of specific issues like the existence of SGBV and equality in law, while more nuanced issues like the cultural and economic barriers that prevent access to equal opportunities for men and women are not acknowledged or understood.²⁹ Greater understanding of gender theory and how gender dynamics impact KP implementation in a variety of different participant states (producers, traders, polishers, manufacturers and consumers) is needed as a first step to instigating positive gender impact through the KP and in the diamond sector overall.

The KP can take a leadership role in this by incorporating capacity building activities into its meetings and providing a platform for both discussion and learning about gender.³⁰ Due to the lack of permanent staff in the



KP and annual transition of management, building discussion of gender into the infrastructure of the KP is important to maintain attention on the issue. The creation of a gender working group, focal point or sub-committee would help to continue monitoring and focus on the issue of gender equality that outlasts the investment of one particular Chair and helps to hold the KP accountable to any commitments it makes in future chairmanships.

Some examples of how this could be done are listed below:

Action	Description	Actor
Feedback challenges and best practice examples of how countries are working to improve female participation in the Working Group on Artisanal and Alluvial Production.	As part of its mandate the Working Group on Artisanal and Alluvial Production has the objectives of 'encouraging the exchange and dissemination of information', 'exchanging information on best practices' and developing and implementing sustainable mining and marketing strategies for artisanal and small-scale mining for alluvial diamonds that address: health, safety and environmental concerns and, living standards for artisanal miners in rural communities that are dependent on artisanal mining'. ³¹ Gender could be incorporated into this discussion about best practices and facilitate mutual learning about how different countries are working to promote gender inclusion within their ASM sector, and incentivise participants who are not currently doing so to actively consider how they are working to achieve this in their own country. ³²	Working Group on Artisanal and Alluvial Production
Feedback progress reports on gender issues from review visits and country reports in the Working group on Monitoring.	The Working group on Monitoring is tasked with 'identifying best practices' and 'preparing reports on progress and issues relating to monitoring and review for the Plenary through the Chair'. ³³ The WGM could collect gender-disaggregated data during review visits and collate the information for presentation at the Plenary, as well as noting best practices of countries to report back on, which provides positive recognition of countries that are doing good work to promote gender equality through the KP. ³⁴	Working Group on Monitoring
Hold a panel session in the plenary or intersessional meetings about gender and how different bodies of the KP could have a positive impact promoting gender equality.	Representatives from ASM, LSM, Civil Society and government (ideally female) could speak about what they are doing to encourage greater female participation and work towards gender equality. This would help with sensitisation of KP participants generally and help them to understand how gender dynamics operate within different components of the KP. It makes a strong statement about how the KP can and should do more with regards to gender. A panel would be particularly effective if it spoke about the	KP Chair



Action	Description	Actor
	different benefits that there are for participants improving gender equality in their various areas, such as the economic and cultural benefits, social stability and reputation with consumers. ³⁵	
Conduct training sessions in individual working group meetings.	Capacity building of the working groups through training on gender awareness and ways to promote gender equality in their programs could be extremely beneficial in helping participants understand existing gender issues, their relevance to the work they do and the ways that they could have impact. In the civil society context, one example could be peer-to-peer learning among the Civil Society Coalition where CSOs already familiar with gender mainstreaming their projects conduct training workshops with other Civil Society Coalition members about how to do this for their own work, and then build this into their approaches working and promoting it within the KP generally. ³⁶	Civil Society Coalition, KP Chair, Working groups
Create a working group on gender.	<p>This would provide a way to keep gender on the KP agenda through building monitoring of gender issues into the KP infrastructure and help to maintain interest in the issue of gender beyond an isolated panel session or declaration by an individual chairmanship. This group could report back to the plenary and have the role of partnering with other working groups to help raise awareness around gender among different parts of the KP family.³⁷</p> <p>A gender working group could also be a body that is reported to if an issue such as sexual assault arose on a review visit or at a KP event. Currently there are no established guidelines governing how something like this would be dealt with - a gender working group could help address this.³⁸</p>	KP Chair, KP Participants

2.3 Publish declaration on gender

The KP does not currently have an overall commitment to promoting gender equality within its systems and policies meaning that there is not a strong mandate from the KP itself encouraging participants to monitor and tackle gender issues when implementing the KP scheme.³⁹ A centralised message through a declaration which is agreed on by consensus of all members would demonstrate a willingness to address gender issues and provide a justification for all KP participants to consider them more actively within their work. This type of commitment is a demonstration of SDGs 5 (Gender equality) and 17 (Partnership to achieve the goals), it would be a commitment that participants are unlikely to find controversial or threatening and could have a very



positive reputational impact for the KP.⁴⁰ It would also be in alignment with existing national laws on gender equality within participant states.

Some examples of how this could be done are listed below:

Action	Description	Actor
Agree on a declaration about the KP's commitment to promoting gender equality within its work.	<p>Commitments that could be made include:</p> <ul style="list-style-type: none"> - Taking actions to reduce gender imbalances and inequalities within the KP (both at a local level and in terms of female participation in KP events). - Promoting access of women in sectors where they are under-represented. - Promoting the use of gender-disaggregated statistics and studies. - Taking actions to prevent SGBV where possible in diamond mining communities. - Promoting proactive actions to eradicate SGBV in the diamond mining communities. - Promoting the elimination of gender stereotypes and roles. - Promoting the access of women to decision-making. <p>This commitment would be in more than just in name and encourage active participation in its implementation by all participant countries. To facilitate this, a declaration could include examples of types of actions that could be taken by different types of participants (e.g. a producer state, a polishing state, a trading state, for LSM and for ASM).</p>	KP Chair and KP participants
Agree on a declaration about the Mano River Union's commitment to promoting gender equality within its work.	A unified statement by the Mano River Union participants could be a very positive message to other KP participants and act as a starting point for wider KP commitments.	Mano River Union Participants
Promote equal gender representation at KP events.	Encourage greater female participation at intersessional, plenary and working group events. For example, if there are two participants from each organisation, company or participant government, at least one should be a woman. Beyond presence, active female participation in events through speaking and contributing to discussions should also be encouraged.	KP Chair and KP Participants
Target women in training opportunities led by the KP and KP participants.	Demonstrate the commitment to promoting the inclusion of women in the KP by targeting women for internships in specialist roles such as in diamond evaluation. These internships make the women more visible and important players in their own countries	KP Participants offering training internships and capacity building opportunities



Action	Description	Actor
	and will help to break down cultural stereotypes about women through increased involvement in outward facing roles in the diamond sector.	

3 Recommendations for entry points in the Kimberley Process Reform Process to promote gender equality

Below are listed some recommendations for entry points in the KP reform and review process that could be incorporated into the current ongoing reform and review period during the European Union chairmanship and the chairmanship of India in 2019, or future periods of reform.

3.1 Commitment to Gender equality within KP documents

Neither the Kimberley Process Core Document or the Terms of Reference for the different working groups and arms of the Kimberley Process have a written commitment to promoting gender equality within their work. This type of commitment is a minimum expectation for many countries' national laws, the European Union and the United Nations, and would be a positive reform of the documents which would provide a stronger mandate to promote gender awareness and greater action around gender within the KP. During the reform and review process this is already something being considered by the Civil Society Coalition internally with reference to including widespread and systematic gender-based violence as within the scope of the conflict diamond definition. Any discussions on the scope of the Kimberly Process Certification Scheme as part of the exercise surrounding consolidation and updating of the Kimberly Process Core Document could include gender if this issue was raised in that context (which it has not been thus far) and thus be implemented in the upcoming plenary. However, the inclusion of gender could also be done through amendments to the Terms of Reference for relevant Working Groups such as WGM and WGAAP.⁴¹

Action steps

- **Make a commitment to promoting gender equality in the preamble to core documents, terms or reference and mission statements** or in the definition of the context of the programme.
- **Mention that gender impacts will be taken into consideration within the implementation of KP**, with actions to reduce imbalances and inequalities included in relevant aspects of the Kimberly Process Certification Scheme.

3.2 Amend the definition of 'conflict diamond'

Redefining the definition of a 'conflict diamond' to be more gender sensitive could have a notable impact on the ability of the KP to promote gender awareness and increase its mandate to act on gender related issues. The Civil Society Coalition have advocated for the inclusion of women (in the form of a prohibition on widespread sexual violence) and children (worst forms of child labour) in the reform of the KP 'conflict diamond' definition for some time, although modifications to the core document are highly contentious and previous attempts to change the definition have not been successful, even when the proposed change was much smaller than the inclusion of gender issues within its scope.⁴² Points that could be considered for inclusion which would give the KP a greater gender-sensitive approach to the concept of a 'conflict diamond' could be:

- Expanding the scope to include **systematic violence around the mine site**, including violence against women around the mine site.⁴³
- Inclusion of **language similar to that found in Annex II** of the OECD DDG, which makes explicit reference to 'gross human rights violations and abuses such as widespread sexual violence'.⁴⁴



3.3 Creation of a KP Multi-Donor Trust Fund

During the current reform and review process there has been research done into the benefits of creating a multi-donor trust fund for the KP. This would provide opportunities to commission development projects in line with the mission of the 2012 Washington Declaration on Integrating Development of Artisanal and Small-scale Diamond Mining with Kimberley Process Implementation and expand the ways the KP could target interventions to benefit women in mining communities by writing this into the Terms of the multi-donor trust fund. Although currently the exact purpose and nature of a multi-donor trust fund, and whether there is to be one, is still not decided on, the inclusion of gender sensitivity in its development could mean that it facilitates greater female participation, collection of data and allocation of training and resources.

4 Monitoring Framework for Recommendations

Below is an example of a monitoring framework that could be used to assess the level of follow up on the recommendations proposed in this study, and defined indicators to measure meaningful progress. The indicators have been designed with an emphasis on simplicity to make monitoring easy and low effort, so that barriers to implementation of the framework are minimised.

Impact Statement
Greater gender equality in the diamond sector
Outcomes
<ol style="list-style-type: none"> 1. There is an increased number of women participating as representatives in KP intersessional and plenary meetings, and in working groups. 2. There is an increased number of women trained through participants of the KP (including civil society, government participants and industry). 3. There is an increased number of women working in diamond mining and jobs supporting the diamond mining sector. 4. The Kimberley Process participants endorse greater commitment to gender equality in the diamond mining sector.
Indicators
<ol style="list-style-type: none"> 1. Gender-disaggregated data is collected on review visits, at KP events and in country reports. 2. Public statements are made which demonstrate commitment to gender equality. 3. Commitments to gender equality are stated in declarations and terms of reference for relevant working groups. 4. Training and awareness raising activities are conducted on gender sensitivity and promotion of gender equality within the KP bodies. 5. The KP monitors the representation of women along the KP supply chain and at KP events and compiles regular reports assessing its gender impact.

ENDNOTES

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