



# Gender and grievance mechanisms

## A practical guide



Grievance mechanisms are a way in which people can raise concerns about their human rights linked to business operations. When designed well, grievance mechanisms can help identify risks and provide a pathway to issues being addressed quickly and effectively.

Research from the University of Nottingham shows that many grievance mechanisms are developed without any expressed gender-sensitive consideration. This significantly reduces the likelihood that women will report issues such as discrimination, sexual harassment, or health-related concerns, limiting their access to remedy.

## How can your business ensure that grievance mechanisms are effective for all female workers?



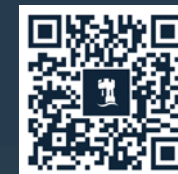
### References

The provision of non-state-based grievance mechanisms is part of the United Nations Guiding Principles on Business and Human Rights (UNGPs), Pillar III, Principles 28-31. Gender-specific guidance on the UNGPs include:

- *Gender Guidance for the Guiding Principles on Business and Human Rights*, UN Human Rights
- *Report of the Working Group on the issue of human rights and transnational corporations and other business enterprises to the Human Rights Council*, UN Human Rights Council

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This infographic was  
prepared in July 2025  
by Dr Lara Bianchi and  
Dr Tina Davis.