



WATCH & JEWELLERY INITIATIVE 2030

Emilie Van Landeghem
Manager Governance & Sustainability

WATCH & JEWELLERY
INITIATIVE 2030



TODAY'S AGENDA

1 Introduction
to the Watch
& Jewellery
Industry

2 The Watch &
Jewellery
Initiative 2030

3 Gender
Responsive
Procurement
Pilot



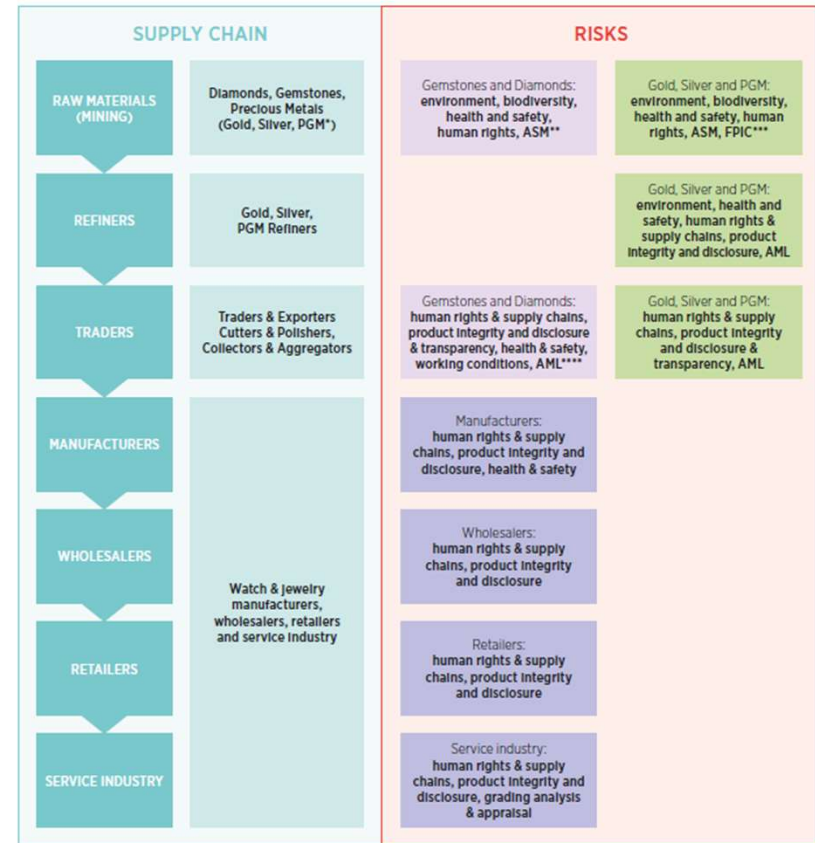
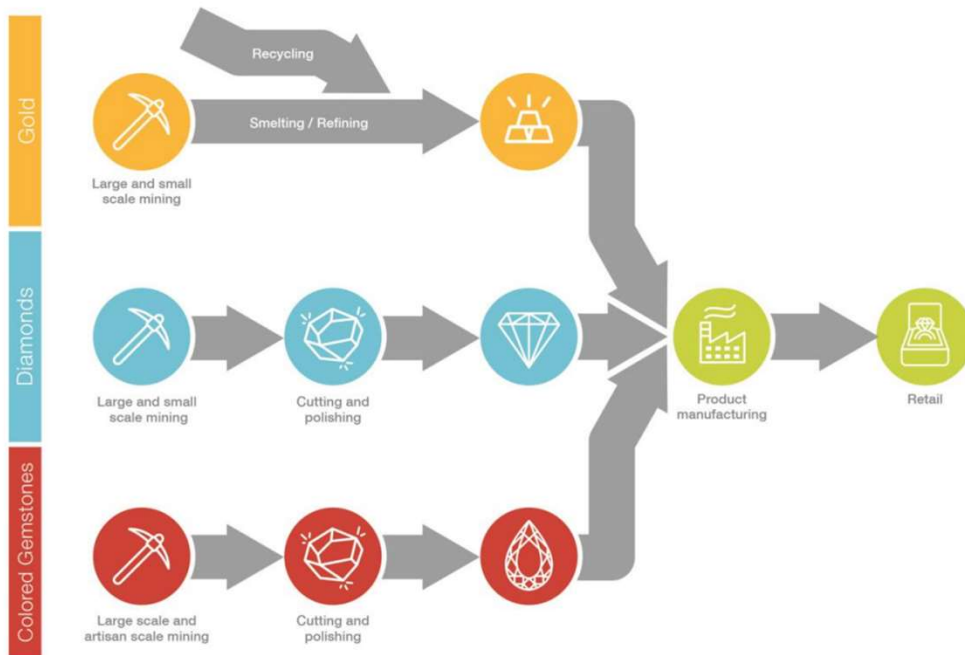
PART 1

AN INTRODUCTION TO THE INDUSTRY

WATCH & JEWELLERY
INITIATIVE 2030

THE WATCH & JEWELLERY SUPPLY CHAIN

SUPPLY CHAIN OVERVIEW FROM MINING TO RETAIL








Source: Women in the Jewelry Supply Chain, BSR, 2019

* PGM: Platinum Group Metals
 ** ASM: Artisanal and Small-Scale Mining
 *** FPIC: Free, Prior, and Informed Consent
 **** AML: Anti-Money Laundering

Human rights, working conditions, product integrity
 Climate and biodiversity

THE WATCH & JEWELLERY SUPPLY CHAIN

BARRIERS TO WOMENS ECONOMIC EMPOWERMENT THROUGHOUT THE SUPPLY CHAIN

WEPs Principle	Barriers to women's economic empowerment	Mining	Cutting and polishing	Jewelry manufacturing
2 	Lack of formal employment opportunities	●	●	○
	Lack of women in leadership and female role models	●	●	●
	Low wages and poor working conditions	●	●	●
3 	Exposure to health and safety hazards	●	●	●
	Lack of quality childcare and family-friendly workplaces	●	●	●
	Risk of child labour	●	●	○
	Risk of sexual harassment and gender-based violence	●	○	○
4 	Low education and technical skills levels	●	●	●
5 	Limited access to finance and business contracts to grow their enterprises	●	○	●
6 	Exclusion from community consultation	●	○	○

Source: Modified from BSR, 2018. Women in the Jewelry Supply Chain: A Landscape Review of Barriers to Women's Economic Empowerment.



PART 2

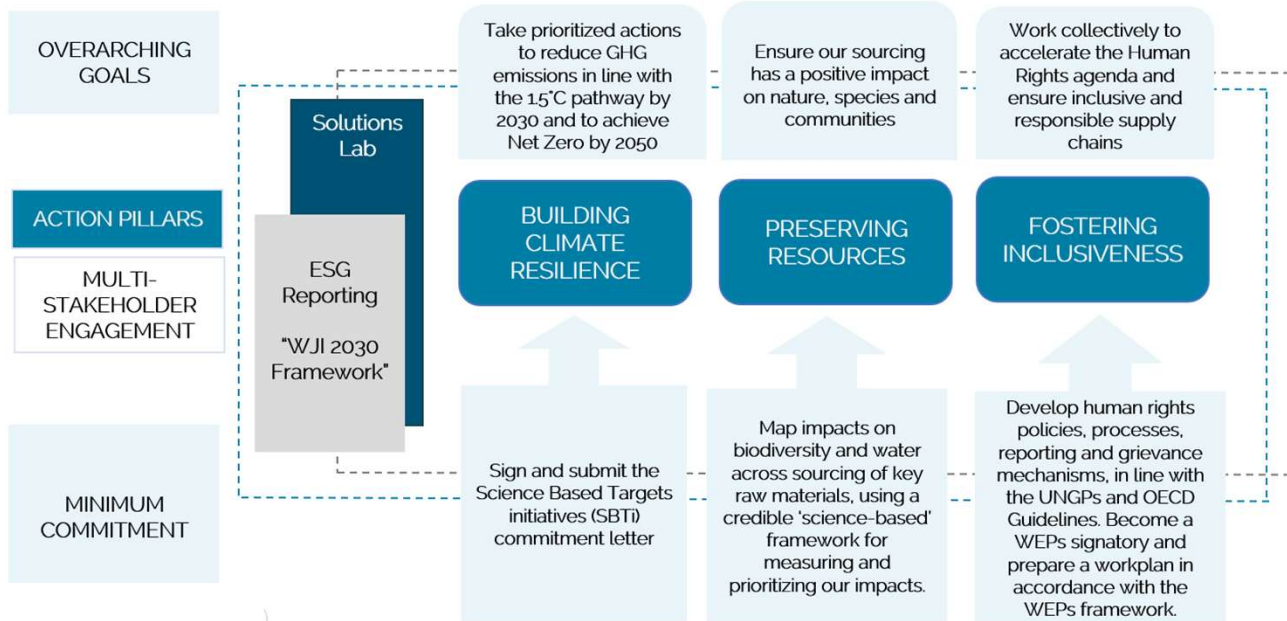
ABOUT WJI 2030

WATCH & JEWELLERY
INITIATIVE 2030

THE PRINCIPLES OF WJI 2030



VISSION AND MISSION



UN GUIDING PRINCIPLES



UN SDGs



WOMEN EMPOWERMENT PRINCIPLES



PILLAR 3 FOSTERING INCLUSIVENESS

HUMAN RIGHTS:



Human Rights Navigator Module in UNGC Solutions Lab & Member Webinars for Beginners



Supplier Platform



Pilot on EU Regulation (CSDDD)

EQUALITY FOR ALL:



WEPs Accelerator



Gender-Responsive Procurement Pilot (Phase 2)



On-Site Support to Women Workers

LIVELIHOODS:



Inclusive Employment Pilots



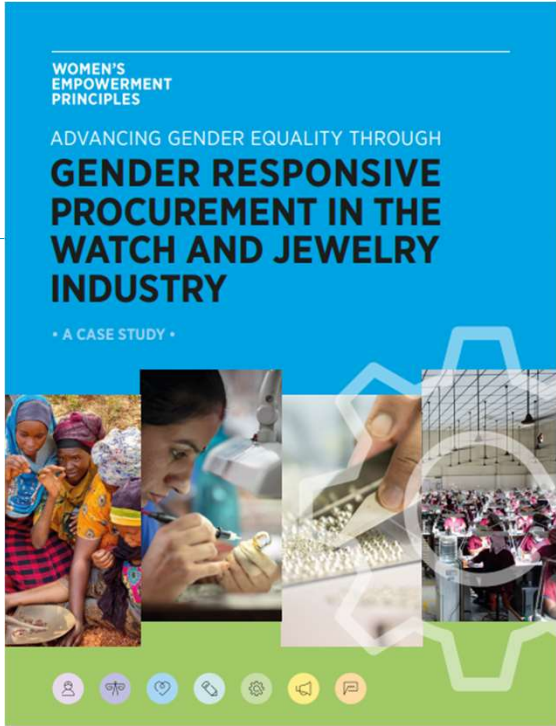
ASM Engagement Webinar



Living Wage Pilot



GENDER RESPONSIVE PROCUREMENT PILOT



GRP in the
Watch & Jewellery Industry
September 2023



PART 3

GENDER RESPONSIVE
PROCUREMENT PILOT

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GENDER RESPONSIVE PROCUREMENT PILOT

PROGRESS ON EQUALITY FOR ALL



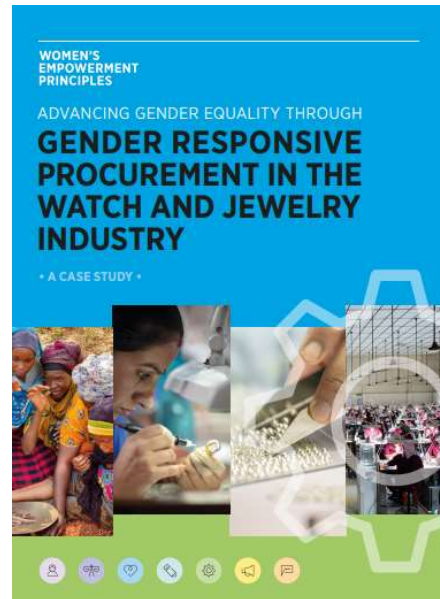
5. Results and key findings¹³

All pilot participants, who shared their results with UN Women, exhibited a good understanding of gender equality. Each respondent had a gender policy or strategy in place either being implemented or in development. All participants were signatories of the WEPs, with the majority publicly reporting their gender equality progress through platforms such as the UN Women's WEPs, EDGE, Equileap, Bloomberg or other avenues.

Though the participants had good understanding of gender equality in their business, GRP proved to be a new area of work for most of them. A large majority of participants lacked any GRP measure. Those that had GRP policies in place lacked systematic tracking of GRP spend with gender-responsive suppliers.

Most of the respondents indicated that they had taken initial steps on gender-responsive procurement or wanted to start this practice by participating in this pilot. Overall, a large majority of participating companies were beginners and improvers.

Figure 4
GRP maturity of pilot participants



Finding One

All pilot participants exhibited a good understanding of gender equality. Each respondent had a gender policy or strategy in place either being implemented or in development.

Finding Two

Though the participants had good understanding of gender equality in their business, GRP proved to be a new area of work for most of them.

Finding Three

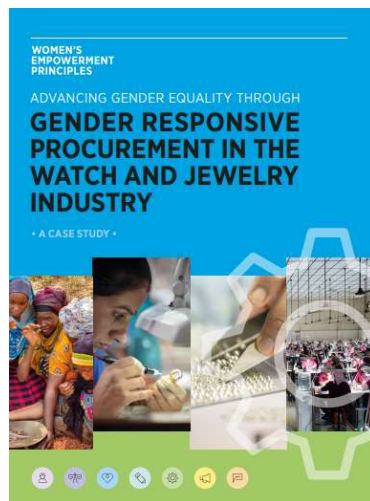
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GENDER RESPONSIVE PROCUREMENT PILOT

PROGRESS ON EQUALITY FOR ALL

GRP Case study results

Recommendations



- Develop stand-alone gender-responsive procurement policies, strategies and action plans with clear annual indicators and targets.
- Ensure effective support in the GRP implementation and monitoring process. This entails establishing a robust, well-resourced organizational strategy.
- Empower employees through GRP training, enlightening them about its business rationale and guiding them towards tangible and concrete steps in reshaping current practices.
- Collect sex-disaggregated data and report regularly on progress made. Transparency could serve as a linchpin to propel advancement on gender equality and women's empowerment.
- Actively seek out women for procurement roles.
- Embed GRP functions and responsibilities within job descriptions of purchasing roles, starting with the CPO.
- Engage suppliers on gender equality and women's empowerment
 - Identify suppliers
 - Encourage progress
 - Establish a code of conduct
 - Adopt the WEPs
 - Facilitate business opportunities
 - Support Smaller businesses
- Publish gender-responsive procurement results in annual corporate sustainability reports



THANK YOU