

Private Sector Pioneers Driving Gender Equality in Trade with Women's Empowerment Principles in AfCFTA

Session 4: WEP 4

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Gender Equality means better business

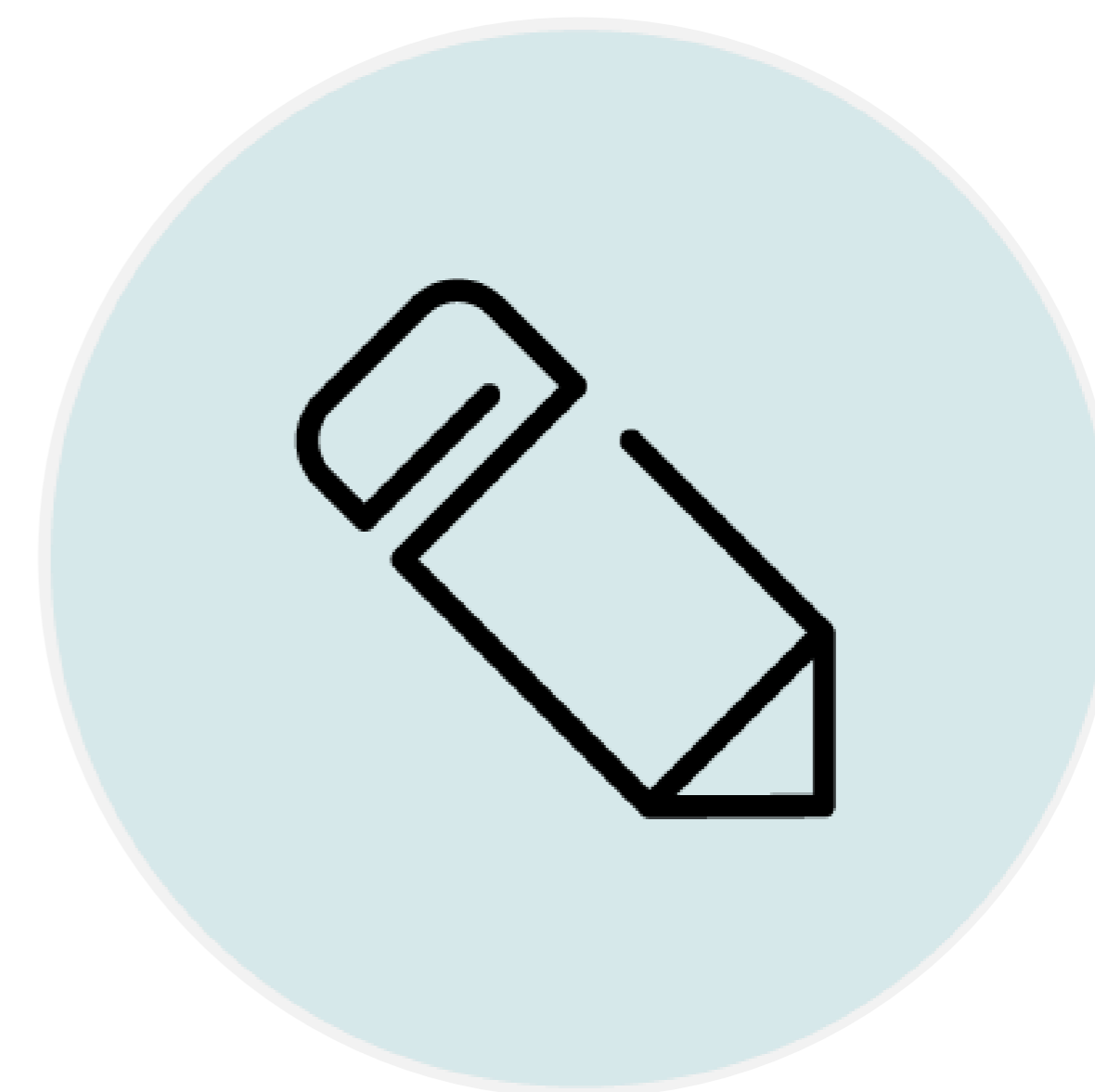
Women's Empowerment Principles (WEPs)

- A set of principles offering guidance on advancing gender equality and women's empowerment in the workplace, marketplace, and community.
- Roadmap for companies to follow to achieve the SDG 5
- UN Women offers resources and tools to support companies' WEPs implementation

<p>1  PRINCIPLE</p> <p>High-level corporate leadership</p>	<p>2  PRINCIPLE</p> <p>Treat all women and men fairly at work without discrimination</p>	<p>3  PRINCIPLE</p> <p>Employee health, well-being and safety</p>
<p>4  PRINCIPLE</p> <p>Education and training for career advancement</p>	<p>5  PRINCIPLE</p> <p>Enterprise development, supply chain and marketing practices</p>	<p>6  PRINCIPLE</p> <p>Community initiatives and advocacy</p>
<p>7  PRINCIPLE</p> <p>Measurement and reporting</p>	<hr/> <p>WOMEN'S EMPOWERMENT PRINCIPLES</p> 	

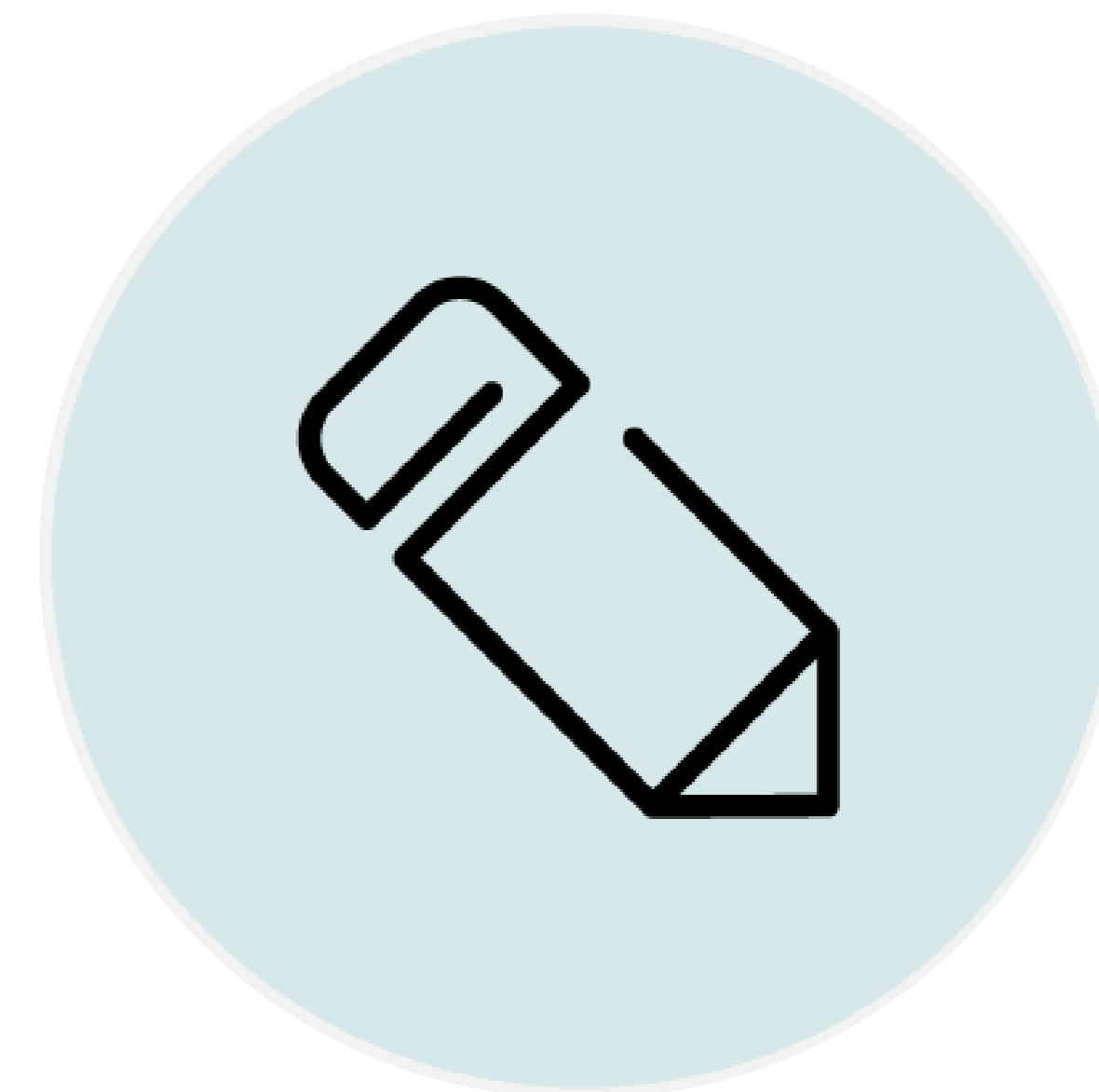
Principle 4

Promote education, training and professional development for women



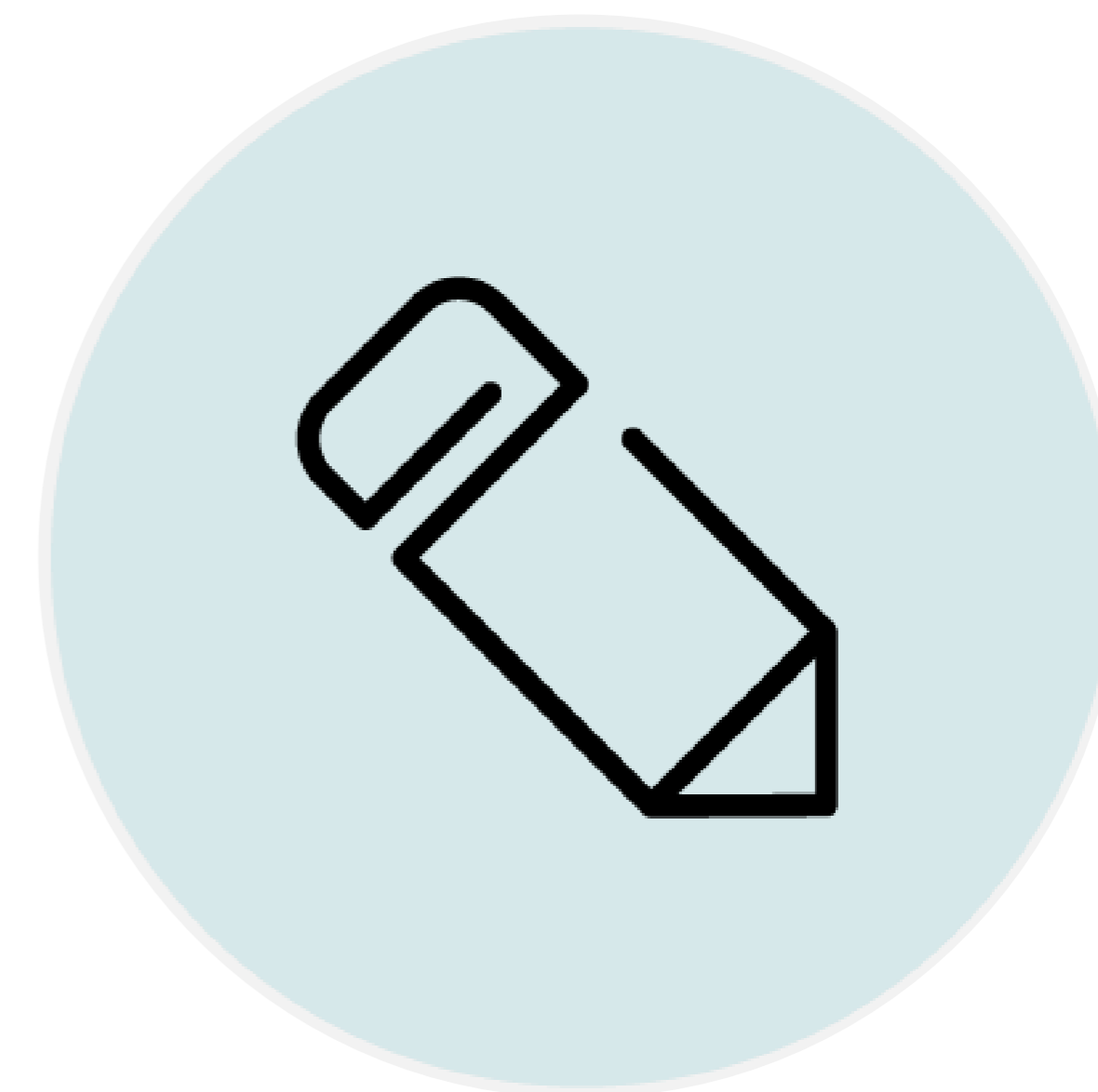
How do you do it?

- Invest in workplace policies and programmes that open avenues for women's advancement at all levels and across all business areas.
- Encourage women to enter non-traditional job fields and revenue generating roles
- Ensure equal access to and participation in all company- supported education and training programmes



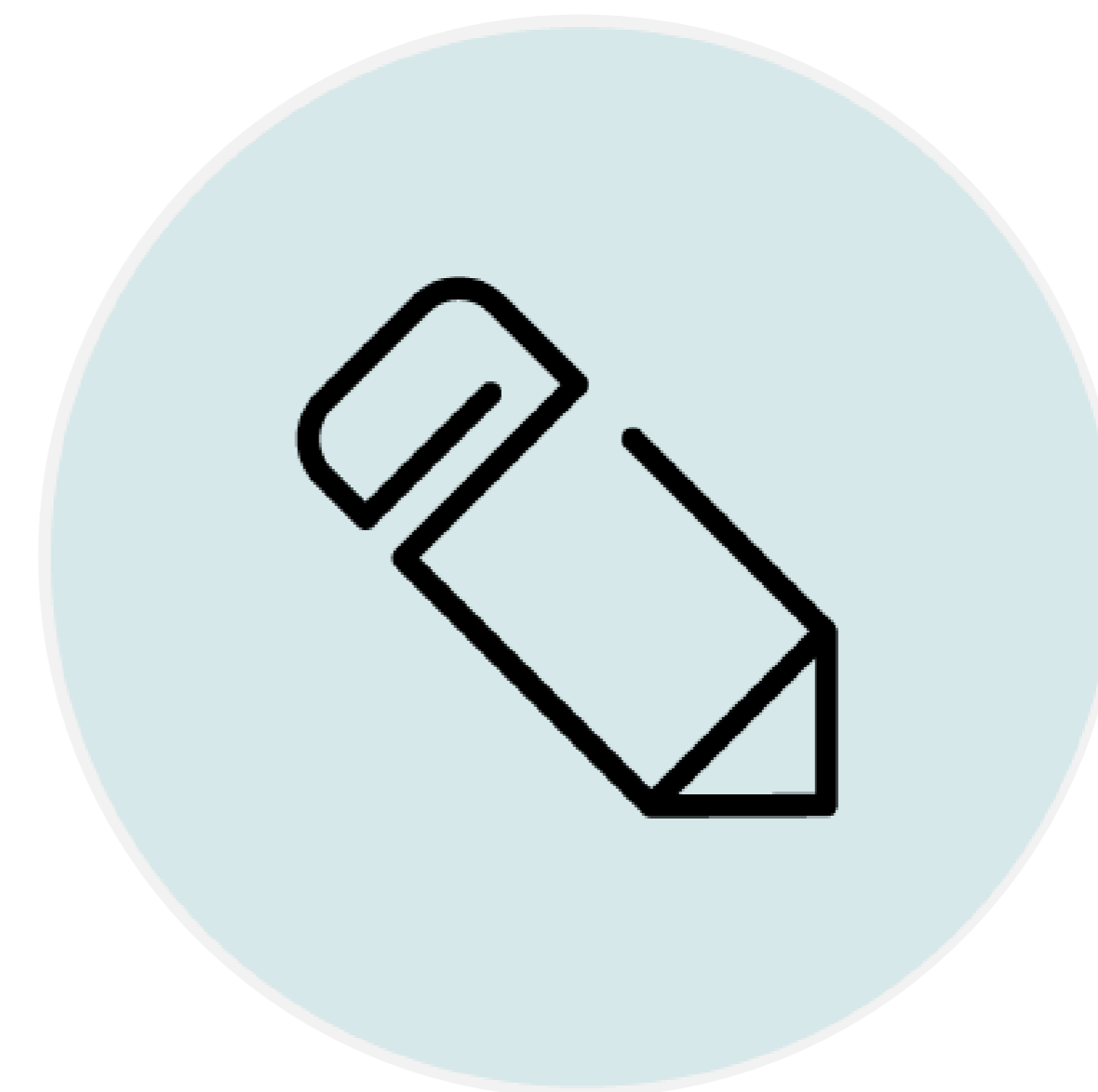
How do you do it?

- Provide equal opportunities for formal and informal networking and mentoring programmes, considering employees' family responsibilities when scheduling activities
- Conduct training and awareness raising about the corporate gender equality policy and action plan, including training on gender equality for men, sexual harassment workshop, and unconscious bias.



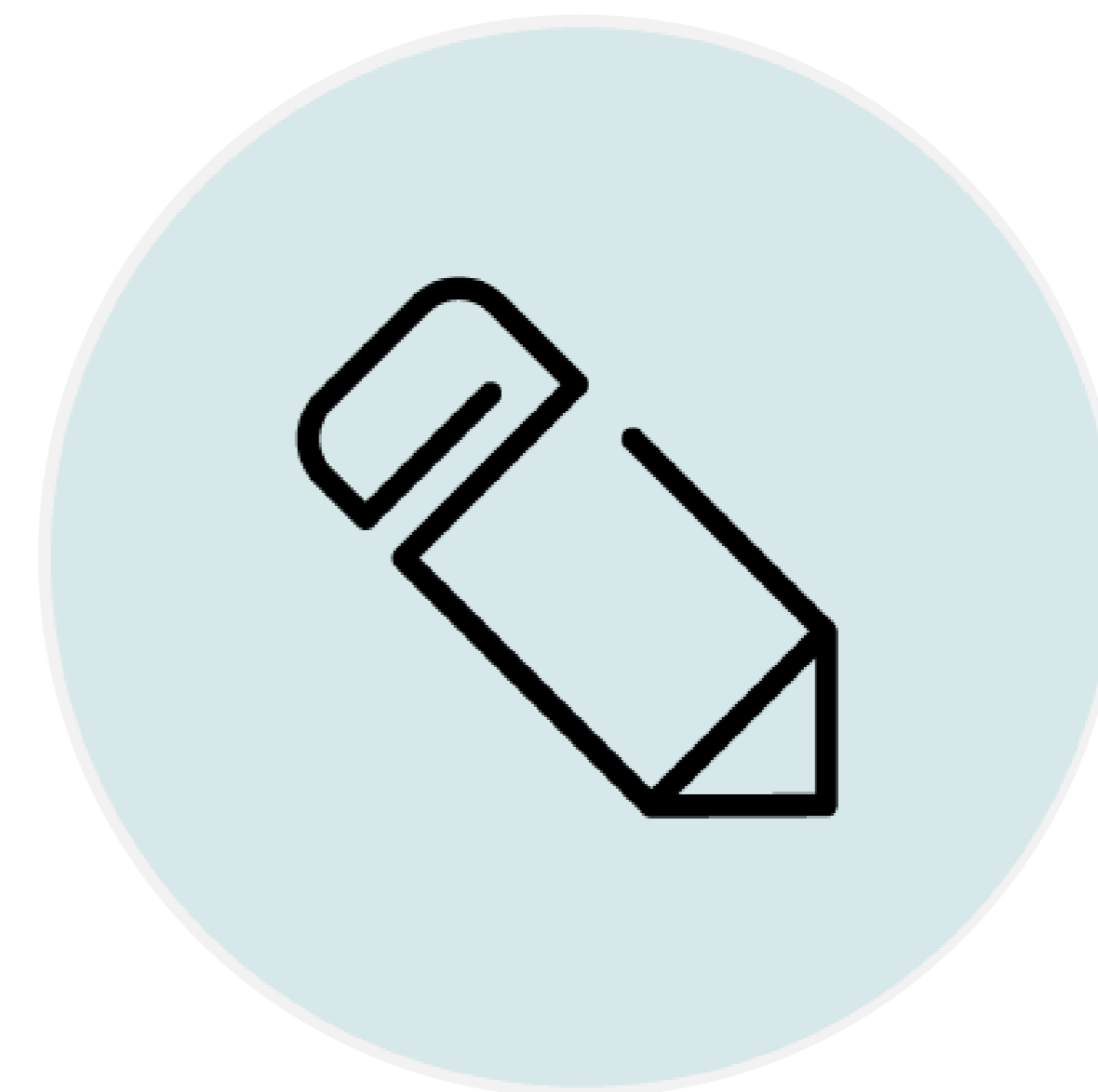
While doing so..

- Collect sex-disaggregated data on employees participating in training, mentoring and other professional development opportunities.
- Survey employees on their training needs, and analyze the results disaggregated by sex.



Examples

- A company from South Africa implemented a 40/2020 strategy, which aimed to boost women representation its workforce to 40 % across all senior levels of the company by 2020 and provided training program.
- Another company from South Africa adopted sponsorship program- a step further from a mentoring program to support their women employees.





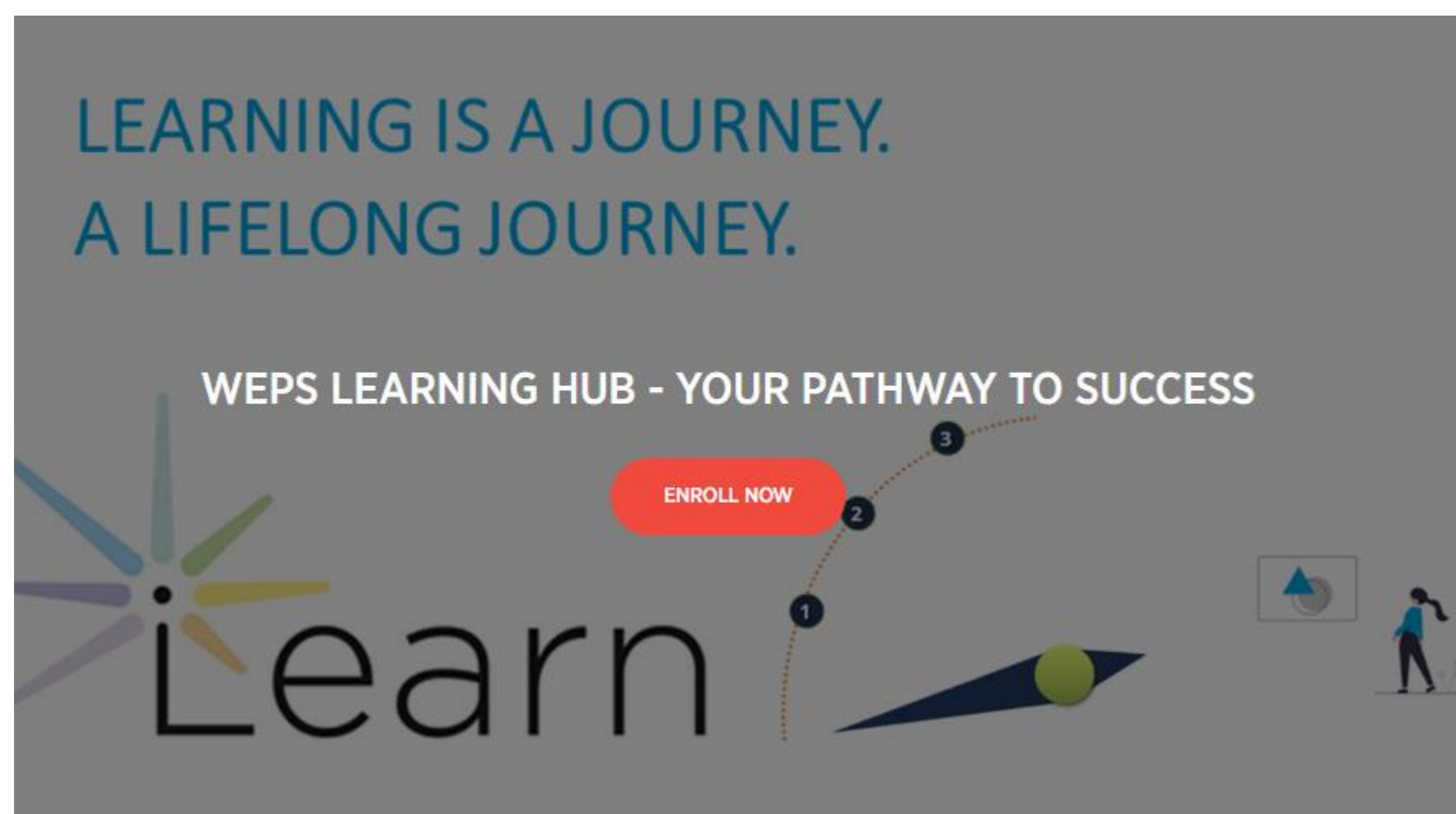
WEPs Resources- Mentoring in the workplace



- This Guide is designed to assist WEPs signatories with developing and rolling out a customized mentoring programmes within their organizations
- This guide is based on international best practices and the practical experiences of UN Women



WEPS Resources- WEPS Learning Hub

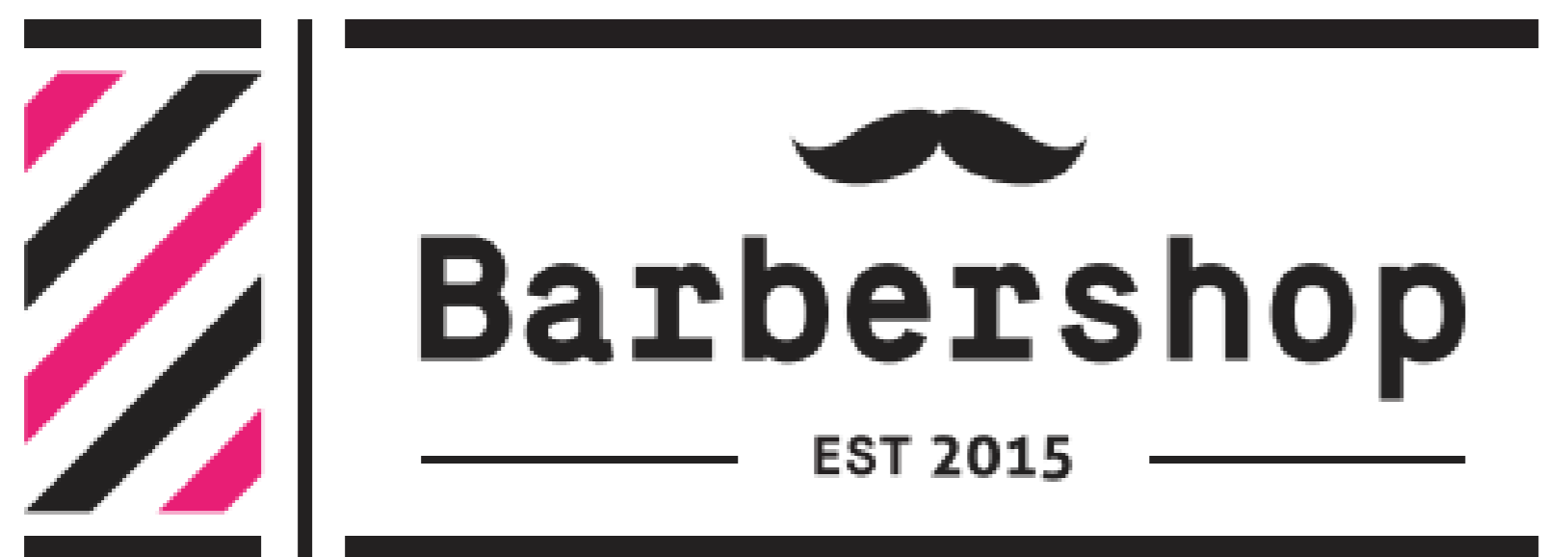


Visit: www.weps.org/learn

- WEPS Learn strives to equip women with new skills, capacities and characteristics to succeed in the digital economy and labour market.
- The lessons are designed to give women more confidence in job interviews, lead gender equality initiatives within their organizations, the ability to assess new job opportunities, and therefore grow their careers more effectively.



UN Women Resources- The Barbershop Toolbox



Visit:

<https://www.heforshe.org/en/barbershop>

- A resource from sister initiative HeforShe
- Barbershop events encourage men and boys to become actively engaged in promoting gender equality by better understanding how gender inequality limits the ability of individuals, businesses, and communities to reach their full human, economic and social potential.

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Group Discussion

1. What are the potential hindering factors to women's access to training and skills development?
2. What skills do women in your sector/ country need to get more training on to advance their career?
3. What ways can men engage and become allies of women's career development?

Thank you!

See you next time with Principle 5.

