

5 GENDER
EQUALITY



FU⁺UREPLUS



SDG 5: GENDER EQUALITY

A FU⁺UREPLUS GUIDE



+ SDG 5: “ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.” (By 2030)

Target 5.1 – End discrimination against women and girls

Target 5.2 – End all violence against and exploitation of women and girls

Target 5.3 – Eliminate forced marriages and genital mutilation

Target 5.4 – Value unpaid care and promote shared domestic responsibilities

Target 5.5 – Ensure full participation in leadership and decision-making

Target 5.6 – Universal access to reproductive health and rights

Target 5.7 – Equal rights to economic resources, property ownership and financial services

Target 5.8 – Promote empowerment of women through technology

Target 5.9 – Adopt and strengthen policies and enforceable legislation for gender equality

+ PROGRESS & INFO

Gender bias undermines our social fabric and devalues all of us. Despite some progress, many challenges remain.

- In 18 countries, husbands can legally prevent their wives from working; in 39 countries, daughters and sons do not have equal inheritance rights; 49 countries lack laws protecting women from domestic violence; 17 countries limit when and how women can travel outside their house; and 113 countries do not have laws to ensure equal pay for equal work among men and women.
- Globally, approximately 750 million women and girls were married before the age of 18 and at least 200 million women and girls in 30 countries have undergone FGM (Female Genital Mutilation).
- In low-income countries, for every 100 boys who continue their education after high school, only 55 girls do the same.



+ THE ROLE OF BUSINESSES

The empowerment of women and girls is essential in order to expand economic growth, promote social development and enhance business performance.

All companies have baseline responsibilities to respect human rights, including the rights of women and girls. Beyond these, organisations have the opportunity to support the empowerment of women and girls through core business operations, public policy engagement, partnerships, and social investment.

With a growing business case, private sector leaders are increasingly developing and adapting policies and practices, and implementing cutting edge initiatives, to advance women's empowerment within their workplaces, marketplaces and communities.

+ BUSINESS ACTIONS

- Strive for equal **participation of women** in decision-making and governance at all levels and across all business areas.
- Promote **shared caring responsibilities** (e.g. equal parental leave), and **flexible working policies**.
- Ensure **equal pay** (and benefits). This should be expressed in an Equal Opportunities Policy or Diversity & Inclusion Policy. These can be standalone policies or part of your Employee Handbook.
- Establish a **zero-tolerance policy** towards all forms of harassment at work, including verbal and/or physical abuse and sexual harassment. This should be addressed in an **Anti-Harassment Policy**.
- Require your suppliers to follow the same values in terms of D&I, that your business follows. This can be made clear in your **Supplier Code of Conduct**.
- Review your advertising and marketing for **gender bias** and ensure diverse and equal representation across all media and communication channels.



+ ADDITIONAL ACTIONS

- Support **external projects** aiming to empower or educate women and girls.
- Conduct **diversity and inclusion training**. A key part of this is educating your employees and raising awareness around the importance of **gender equality** in the workplace.
- **Empower women in the value chain** – expand business relationships with female-owned enterprises and entrepreneurs.
- Conduct a **gender pay gap**.
- Conduct a **supplier D&I questionnaire** to collect data on gender. Identify any suppliers that do not have policies and procedures in place that promote gender equality.

Find a Goal 5 charity to support, such as:

- [Malala Fund](#)
- [Women for Women International](#)
- [Girls Not Brides](#)
- [Global Fund for Women](#)
- [Equality Now](#)
- [Women Deliver](#)



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