



TRAINING ON

BUSINESS, GENDER EQUALITY & WOMEN'S RIGHTS

A WORKSHOP FOR BUSINESSES



22 JANUARY 2024 | DELHI NCR, INDIA

Deadline for applications: 5 January 2024

We are witnessing increased visibility and support for gender equality, equity, and justice worldwide. To achieve real equality and empowerment, it is essential to assess the ways in which women, girls, and members of the LGBTI community differently and disproportionately experience the negative impacts of business operations. As business operations influence most aspects of our lives, shifting the way in which businesses operate is vital for the realisation of gender equality, equity, and justice. As highlighted in the [Gender Dimensions of the Guiding Principles on Business and Human Rights \(UNGP Gender Guidance\)](#):

"...[B]ecause of intersecting and multiple forms of discrimination, different women and girls may be affected differently by business activities in view of their age, colour, caste, class, ethnicity, religion, language, literacy, access to economic resources, marital status, sexual orientation, gender identity, disability, residence in a rural location, and migration, indigenous or minority status."

Additionally, we must go further and apply an intersectional approach when examining gender discrimination, sexual harassment, and gender-based violence in the workplace, how to support women in leadership and managerial roles, and methods to address women's financial inclusion in our economies. There is an urgent need to prioritise and take immediate action to improve working conditions for women workers in businesses as they face significant barriers to their inclusion and in accessing remedies for human rights violations.

Given these challenges, it is imperative to capacitate relevant actors in business with the knowledge and skills to advance gender equality, women's empowerment, and women's rights agendas within their organisational contexts to develop an understanding of gender-transformative principles and embed them within their policies and practices, and to address institutional gender biases and promote commitments to gender equality and women's rights.

The workshop, "Business, Gender Equality and Women's Human Rights", aims to provide knowledge and expertise and develop empathy for the future business leadership to enable them to deal with, face, and overcome structural and societal barriers to achieving gender equality. The workshop will introduce participants to the linkages between women, business, and human rights. Participants will be encouraged to



critically examine several questions, such as the human rights responsibilities of businesses, the impact of business activities on women, and explore how all stakeholders, including government, civil society and business, can better contribute to achieving the UN's mission of "50:50 by 2030".

UNDP's Business and Human Rights Team, in collaboration with Gender at Work Consulting, is offering a one-day workshop that aims to equip participants with the skills needed to analyse the internal policies of companies, especially those related to human resources, in order to ensure a gender-inclusive work environment that promotes equality and leadership among women. It will also provide theoretical knowledge and practical guidance to develop strategies and assess business operations that comply with international human rights standards.

Objectives:

- Introduce participants to a gender lens approach to business and human rights (BHR).
- Orient participants to tools and the framework required to analyse the impact of various industries and sectors on women, equipping participants with the skills to identify, understand, analyse and interpret the impact of businesses and their operations on women and women's rights.
- Reflect on the biases and stereotypes that contribute to gender-based discrimination.

Who should attend:

- Business representatives
- Mid-level managers are welcome to join from all the functions and teams, however, we strongly encourage Human Resources, Diversity and Inclusion and Sustainability divisions/departments to join.

Participation cost:

Attendance to the training is free of charge. However, companies attending the training are responsible for their own travel costs, including flight tickets, on-ground transportation, and accommodation.

How to apply:

Please fill out the online application form: <https://forms.gle/N6RJ4mgbWtHLQTtG9>

DEADLINE FOR APPLICATIONS: 5 JANUARY 2024

Selected applicants will be notified by 10 January 2024

Tentative outline:

9.30- 10.15	Welcome and Introduction
10.15- 11.15	Gender, Business and Human Rights: The UNGPs and international normative frameworks such as CEDAW and other instruments that enshrine women's human rights vis-à-vis businesses
11.15-11.30	<i>Tea break</i>
11.30- 12.30	Gender Equality in the Workplace: HR, women in leadership and managerial roles
12.30-1.30	<i>Lunch</i>
1.30-3.30	Tools and Strategies to undertake human rights-based due diligence and understand gender equality gaps
3.00-3.30	<i>Tea Break</i>
3.30- 5	Understanding Unconscious Bias and How to Address It
5-5.30	Wrap Up and Closing