



# DRIVING SDG 5 – GENDER EQUALITY AT THE WORKPLACE

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**Global Compact**  
Network Canada



# Agenda

- 1. Global Compact Network Canada**
- 2. Agenda 2030 and Sustainable Development Goals**
- 3. SDG 5 – Gender Equality**
- 4. SDG 5 – Targets and Indicators**
- 5. Gender Equality Leadership in the Canadian Private Sector**
- 6. Vision for Workplace Gender Equality**
- 7. Key Challenges to Gender Equality in the Workplace**
- 8. Solutions to Gender Equality in the Workplace**



# World's Largest Corporate Sustainability Initiative

- Global Compact Network Canada is the Canadian network for the United Nations Global Compact.
- GCNC assists Canadian organizations with the advancement of the 17 Sustainable Development Goals and the 10 Principles of the UN Global Compact.
- GCNC unifies and builds the capacity of the private sector to embrace sustainable business practices.



# SUSTAINABLE DEVELOPMENT GOALS





# Achieve gender equality and empower all women and girls

## 5 GENDER EQUALITY



- Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.
- In 2018, Canada ranked 16 in the Global Gender Gap Report. Despite having closed the gap in educational attainment, there is still work to be done when it comes to economic participation, health and survival, and political empowerment.



## **SDG 5 – Targets and Indicators**

- All SDGs have individual targets and corresponding indicators to guide action.
- SDG 5 has 9 targets and 14 indicators.
- These targets and indicators revolve around: discrimination and violence, health, participation and opportunities, economic rights, technology, and legislation.





## Private Sector is Key to Achieving SDG 5

- There is a 2.5 trillion annual funding gap to achieve the SDGs by 2030. The private sector can help close this gap and benefit from it.
- Key business themes related to SDG 5:
  - Equal remuneration for women and men
  - Diversity and equal opportunity
  - Access to sexual and reproductive health-care services
  - Workplace violence and harassment
  - Women in leadership
  - Childcare services and benefits





# Gender Equality Leadership in the Canadian Private Sector

- Three-year project funded by the Government of Canada to engage corporate partners to develop, test, and implement a set of tools leading to a blueprint for gender equality in the private sector.
- The blueprint for gender equality is to set up the vision for workplace gender equality and to include a roadmap for achieving this vision.
- We count on our participating companies and advisory partners' insight to ensure our blueprint will guide and support others in achieving gender equality.



*Official project announcement in Ottawa by the Honourable Minister Maryam Monsef on March 8<sup>th</sup>, 2018..*



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## Participating Organizations



SNC • LAVALIN

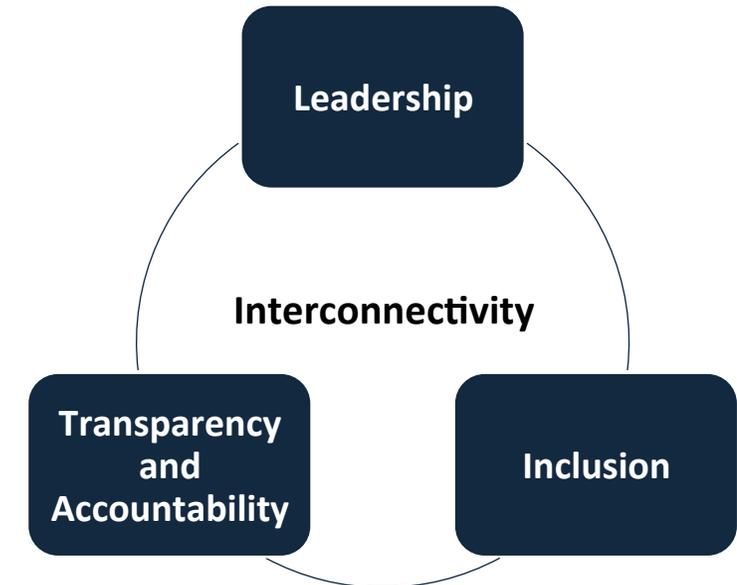
Unilever





# The Vision for Workplace Gender Equality

- **Vision Statement:** Workplace gender equality exists when bold and visible leadership ensures an inclusive environment, documented by transparent and effective accountability measures.
- **What does a company with Gender Equality at its core should look like?**
- **What do you think of this vision statement?**
- **Do you think this vision for workplace gender equality could be utilised by all private sector?**





# Key Challenges to Gender Equality in the Workplace

- We have identified 4 broad causes that result in the key challenges:
  - Entrenched gender norms, stereotypes, unconscious and conscious biases
  - Lack of interest and knowledge gap
  - Additional barriers for women in male dominated industries
  - Difficulties for women-owned and women-operated businesses

## Challenges

Lack of knowledge and awareness from leadership leads to lack of commitment

Misperception of gender balance in organization as a whole. However, distribution differs when looking into units and levels

Managers have individual biases affecting access to experience and future opportunities

Lack of data or lack of transparency to communicate existing data



# Challenges to Gender Equality Discussion

## Key challenges:

1. Lack of knowledge and awareness from leadership leads to lack of commitment
  2. Perceived gender balance in organization as a whole. However, distribution differs when looking into units and levels
  3. Managers may have individual biases affecting access to experience and future opportunities
  4. Lack of data or lack of transparency to communicate existing data
- **Based on your experience and understanding, how does the challenge you selected directly affect women?**
  - **How can the challenge you selected impact business performance?**



# Solutions to Gender Equality Discussion

## Key challenges:

1. Lack of knowledge and awareness from leadership leads to lack of commitment
2. Perceived gender balance in organization as a whole. However, distribution differs when looking into units and levels
3. Managers may have individual biases affecting access to experience and future opportunities
4. Lack of data or lack of transparency to communicate existing data

- **Are you aware of any existing solutions addressing the identified challenges?**
- **Do you see any difficulties in implementing those solutions?**
- **What additional solutions could be introduced to address these challenges?**



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**Thank You**



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# Project Contacts



Ayman Chowdhury  
Project Lead  
[ayman@globalcompact.ca](mailto:ayman@globalcompact.ca)



Sandra Espinosa  
Project Associate  
[sandra@globalcompact.ca](mailto:sandra@globalcompact.ca)