

# Best Practices #2.12: Women's Empowerment and Gender Equality





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## 1 Introduction

There has been a global uprising in the need for gender equality in all the societies around the world, we need to look at how we can make opportunities equally available to every gender for the benefit of our children. By looking at how to make the present values of the communities cope with the current changes happening around the world, we can level the field for all genders to be equally recognized in all fields of operations in the WMA. By coping with these changes we create a positive image for the WMA in its awareness of current global issues and how we are coping with these changes, this helps build relationships with parties like donors, NGO's and different governments involved or interested in the WMA.

## 2 A Global Focus

A common question asked globally is why women? There has been a realization all over the world that women are not offered the same level of opportunities as men, what does this mean? Over time societies around the world have created obstacles and boundaries that make it hard for women to have an economic, social and political influence over matters that affect their communities and livelihoods. Hence there has been a development of efforts to remove and relieve women all over the world from these oppressive factors. Depending on the community, efforts to make opportunities more available to women vary/differ.

## 3 How to Recognize the Inequality

By asking the women employed by the WMA, the challenges that they face during the execution of their tasks/ time at work will help increase the vision on the difficulties that women face in their workplaces as well as their livelihoods. Usually the first step to solving a problem is by understanding it so by getting to know what problems women face it will help you come up with a solution that will make the lives of women that work for the WMA better.

## 4 Background/History of Equality and Empowerment

The word empowerment means giving incentives to women to help them find their own strengths. The development of these incentives is a process of understanding the difficulties that women face and coming up with solutions on how to make these difficulties better.



## 5 How to Build Empowerment and Equality

There are a number of principles that act as a guiding light towards the formation of incentives that help to improve the livelihoods of the women in the WMA. By having the principles in place it is easy to develop best practices for women empowerment such principles include:

### **Leadership promotes gender equality**

By giving an opportunity to the women in the WMA to be in positions of influence and power it helps give the WMA a more inclusive approach and a broader perspective to issues that face the WMA. This principle instructs the WMA to get the more women into positions of power to act as representatives to an unseen side of things that affect the WMA.

### **Equal opportunity, inclusion and nondiscrimination**

The WMA has to provide a leveled field of opportunity to both men and women, this access helps to give women a fighting chance to opportunities that they did not have access to.

### **Health, safety and freedom from violence**

The health of the WMA workers is very important and therefore the WMA has to make sure they guarantee the welfare of the workers. Considering the health requirements of women in the WMA. The WMA can formulate strategies and solutions to help the unique health issues that face the women of the WMA.

### **Education and training**

Raising the capacity of the workers of the WMA requires training and educating the workers of the WMA. it is encouraged to build the capacity of female workers of the WMA by exposing them to different learning platforms and training programs that will help make the women involved with the WMA more capable of executing different tasks.

## 6 Enterprise Development, Supply Chain, and Marketing Practices

The development and expansion of the operation of the WMA depends on the activities that are being done. devoting/giving some of those responsibilities to the women involved in the WMA will help give the WMA a different achievement broaden the level of achievement and perspective/vision of the WMA.

### **Community leadership and engagement**



Creating an environment where women speak freely and their opinion is heard within the parties of the WMA whether their normal employees or leaders in the WMA. encouraging communities to be accepting of the opinions and advice offered by the women of the WMA .

### **Transparency, measuring and reporting**

Creating a basis that quantifies/measures the level of inclusion of women at all levels of the WMA operations, helping to monitor/look at the changes of women acceptance in the participation of events through time. Here we look at how far the WMA has developed in accepting women as contributing individuals to society.

### **Grievance mechanism for gender related issues**

How do you solve the reported and recorded issues that rise against women empowerment and equality? The WMA has to look for solutions to discourage people from raising these issues. Penalties and punishments should be used on the people that cause harassment in the WMA.

## **7 Best Practices for Women Empowerment**

### **Criteria in formulating wage rate**

The gender of the WMA's employee should not determine how much money the worker should be paid because the gender/sex of the employee does not add any value to the employee's position in the WMA. However there are characters that help to increase the value of the worker in the WMA such characters include Job position and responsibilities, past experience, education level, and Consistent position. By removing gender/sex as a determining factor to amount of wage of an employee women empowerment is encouraged in the WMA.

### **Report witnessing sexual harassment or other workplace harassment**

To help make the work environment more safe and professional any unlawful or harassment activities should be called out in order to discourage such behavior. Empowering the workers to speak up against these actions will help create a safe and equal environment at the WMA by creating mutual respect between the workers of the WMA.

### **Gender inequality and non-discrimination in the employment process**

Regardless of what they do or who they are in the WMA all the workers are important to the development of the WMA and therefore they should all be treated with the same level of respect . Meaning there should not be a preference between workers everyone should be treated with the same level of respect regardless of who they are.



### **Creating an environment within the community that promotes gender equality**

The WMA should emphasize the community on the importance of equality, by encouraging people to treat each other fairly and with respect. The efforts of the WMA to make people/community see the importance of including women in the activities of the WMA. This will motivate the community to communicate better with the female workers within the WMA because they understand the impact/influence that the women have on the development of the WMA.

### **Equal opportunity in hiring**

Jobs do not have gender assignment to them this means that the gender of an applicant for a job in the WMA is irrelevant/not important. There are a few qualifications that are actually considered in the selection.



For more reading on women's empowerment check out these references:

- <https://www.unfpa.org/pcm/node/9551>
- <https://www.un.org/en/sections/issues-depth/gender-equality/>
- <https://theconversation.com/unconscious-bias-and-its-impact-on-the-gender-salary-gap-32324>
- <https://theconversation.com/lessons-from-norway-in-getting-women-onto-corporate-boards-38338>
- [IMF Empowering Women in Work Place](#)
- [https://www.un.org/en/ecosoc/newfunct/pdf/womens\\_empowerment\\_principles\\_ppt\\_for\\_29\\_mar\\_briefing-without\\_notes.pdf](https://www.un.org/en/ecosoc/newfunct/pdf/womens_empowerment_principles_ppt_for_29_mar_briefing-without_notes.pdf)