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HOW **CERTIFICATION** CONTRIBUTE TO GENDER EQUALITY

ENSURING INTERNATIONAL METRICS FOR GENDER EQUALITY

MAY 2023

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GENDER EQUALITY FACTS

- Although gender equality should be a **natural behavior** rather than a KPI that is measured, the world is still far from the equality.

- According to UN Women, the world is **not on track for 2030 deadline** for the achievement of **gender equality** and the empowerment of all women and girls.

- Amid the intersecting crises of COVID-19, the climate emergency, and rising economic and political insecurity, progress on gender equality has not only failed to move forward but **has begun to reverse.**

- Without **heightened commitment from the global community**, gender equality will remain nothing more than an unrealized goal.
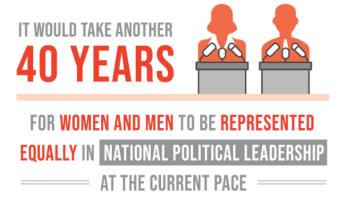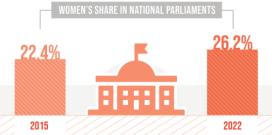
GENDER EQUALITY FACTS

SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

IT WOULD TAKE ANOTHER **40 YEARS** FOR **WOMEN AND MEN** TO BE **REPRESENTED EQUALLY** IN NATIONAL POLITICAL LEADERSHIP AT THE CURRENT PACE

WOMEN ACCOUNTED FOR **39%** OF TOTAL EMPLOYMENT IN 2019, BUT **45%** OF GLOBAL EMPLOYMENT LOSSES IN 2020

GENDER-RESPONSIVE BUDGETING NEEDS TO BE STRENGTHENED

PROPORTION OF COUNTRIES WITH SYSTEMS TO TRACK GENDER-BUDGET ALLOCATIONS (2018-2021)

- **26%** COMPREHENSIVE SYSTEMS
- **59%** SOME FEATURES OF A SYSTEM
- **15%** LACKING MINIMUM ELEMENTS OF SUCH A SYSTEM

WOMEN'S SHARE IN NATIONAL PARLIAMENTS

22.4% — 2015

26.2% — 2022

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GENDER EQUALITY FACTS

Constitutional provisions on gender equality, laws that prohibit discrimination against women, and laws mandating quotas and guaranteeing equal rights to confer citizenship are all key elements in ensuring women have equal legal rights and protections. But gaps remain in many countries. At the current rate, it may take up to **286 YEARS** to secure such overarching legal frameworks.

As of 2021,

26% OF COUNTRIES

have comprehensive systems to track gender-budget allocations. This demonstrates progress on gender-responsive budgeting yet gaps remain.

59% OF COUNTRIES

have some features;

15% OF COUNTRIES

lack minimal elements to track gender budgets.

In July 2022, women held only

26.4% OF PARLIAMENTARY SEATS

globally; in 23 countries, representation was below 10% . At the current pace of progress, parity will not be achieved until 2062.

Women hold over one third of seats in local decision-making bodies (34.3%). Achieving parity in local government by 2030 requires widely implementing well-designed gender quotas.

In 2020, women held less than 1 in every 3 managerial positions (28.3%). Only 47 of the 151 countries and areas with data have reached over 40% representation. At current rates, **parity will not be achieved for more than 140 years**.

In 2020, school and preschool closures required 672 billion hours of additional unpaid childcare globally.

Assuming the gender divide in care work remained the same as before the pandemic, women would have shouldered

512 billion OF THOSE HOURS.

Evidence suggests, however, that women took on an even larger share of unpaid care work.

Nearly **60% of countries and territories** did not take any measure to support increases in unpaid care work during the pandemic.

* The Gender Snapshot 2022 Report by UN Women, Women Count and United Nations

SUSTAINABLE DEVELOPMENT GOALS

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ISO STANDARDS

ISO 30415:2021 - Human resource management — Diversity and inclusion

- Applies to the human resource management life cycle, delivery of products and services, supply chain relationships, and relationships with external stakeholders to ensure equity, fairness and equality

- Encourages organizations to use a continual improvement plan, do, check and review approach

ISO/DIS 53800 (Draft Standard) - Guidelines for promotion and implementation of gender equality and women's empowerment

- To develop the capabilities to achieve a culture of gender equality and women's empowerment

- Focuses on the inequality resulting from the gender specific roles assigned to women, girls, men and boys and is applicable to all types of organisations

- Includes the framework, resources, policies, tools and good practices

GEEIS – Gender Equality European & International Standard

- The objective is to provide **efficient monitoring tools** for their **gender equality policies**.

- The GEEIS and GEEIS-DIVERSITY labels are aimed at all **European and international groups** that wish to participate in the construction of a more **equitable society based on gender equality and diversity.** The framework has been designed for all types of companies, regardless of their size, configuration and activity, in all countries and on all continents.

- To obtain the GEEIS and GEEIS-DIVERSITY, the group must implement **steering**, **training** and **communication tools** to work towards equal opportunities. The labels are awarded following an **on-site audit** and a **documentary study**.

SUSTAINABILITY REPORTING STANDARDS

- Sustainability reporting is the process of measuring, disclosing, and communicating a company's environmental, social, and governance (ESG) performance.

- Customers and other stakeholders are demanding more **transparency** and **accountability** from companies on their sustainability performance.

- Companies are facing **regulatory pressures** to report on their ESG performance.

- **Gender equality** is one of the main factors under the '**social**' category of ESG.

- Sustainability reporting should be **aligned with recognized reporting frameworks and standards**, such as the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards, and UN Sustainable Development Goals.

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GLOBAL REPORTING INITIATIVE

- GRI 405: DIVERSITY AND EQUAL OPPORTUNITY STANDARD
  - ✓ Disclosure 405-1 Diversity of governance bodies and employees
  - ✓ Disclosure 405-2 Ratio of basic salary and remuneration of women to men

Reporting requirements

Disclosure **405-1**

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
  i. Gender;
  ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
  iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:
  i. Gender;
  ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
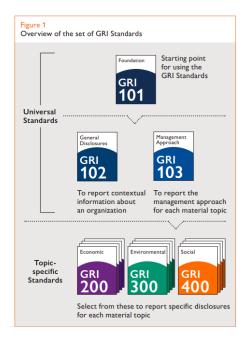 iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

Reporting requirements

Disclosure **405-2**

The reporting organization shall report the following information:

a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.

b. The definition used for 'significant locations of operation'.

Figure 1
Overview of the set of GRI Standards

Universal Standards

Foundation
GRI 101 — Starting point for using the GRI Standards

General Disclosures
GRI 102 — To report contextual information about an organization

Management Approach
GRI 103 — To report the management approach for each material topic

Topic-specific Standards

Economic
GRI 200

Environmental
GRI 300

Social
GRI 400

Select from these to report specific disclosures for each material topic

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

- A new Sustainability Accounting Standards Board (SASB) project addresses potential **DEI (Diversity, Equity & Inclusion)** disclosures and how they vary by industry. The aim of the project is to understand the impact of DEI in 45 industries and to identify which topics and metrics matter most in specific industries.

Channels of Business Relevance	Description
Talent Attraction & Retention	The role DEI plays in a firm's ability to attract and retain talent.
Product Design, Marketing & Delivery	The role DEI plays in enhancing product/service value proposition for consumers.
Community Relations	The role DEI plays in effectively identifying, engaging, and proactively managing issues related to the communities in which a firm operates.
Innovation & Risk Recognition	The role DEI plays in a firm's ability to innovate and recognize risk.

All 77 SICS industries categorized by color

Consumer Goods
- E-Commerce
- Apparel, Accessories & Footwear
- Appliance Manufacturing
- Household & Personal Products
- Toys & Sporting Goods
- Multiline and Specialty Retailers & Distributors
- Building Products & Furnishings

Extractives & Minerals Processing
- Metals & Mining
- Oil & Gas - Exploration & Production
- Oil & Gas – Midstream
- Coal Operations
- Construction Materials
- Iron & Steel Producers
- Oil & Gas - Refining & Marketing
- Oil & Gas – Services

Financials
- Commercial Banks
- Consumer Finance
- Insurance
- Mortgage Finance
- Asset Management & Custody Activities*
- Investment Banking & Brokerage*
- Security & Commodity Exchanges

Food & Beverage
- Alcoholic Beverages
- Food Retailers & Distributors
- Non-Alcoholic Beverages
- Processed Foods
- Restaurants
- Agricultural Products
- Meat, Poultry & Dairy
- Tobacco

Health Care
- Biotechnology & Pharmaceuticals
- Drug Retailers
- Health Care Delivery
- Medical Equipment & Supplies
- Health Care Distributors
- Managed Care

Infrastructure
- Electric Utilities & Power Generators
- Engineering & Construction Services
- Gas Utilities & Distributors
- Home Builders
- Water Utilities & Services
- Waste Management
- Real Estate
- Real Estate Services

Renewable Resources & Alternative Energy
- Fuel Cells & Industrial Batteries
- Solar Technology & Project Developers
- Wind Technology & Project Developers
- Forestry Management
- Fuel Cells & Industrial Batteries
- Pulp & Paper Products

Resource Transformation
- Aerospace & Defense
- Industrial Machinery & Goods
- Chemicals
- Containers & Packaging
- Electrical & Electronic Equipment

Services
- Education
- Hotels & Lodging
- Leisure Facilities
- Media & Entertainment
- Casinos & Gaming
- Advertising & Marketing
- Professional & Commercial Services

Technology & Communications
- Semiconductors
- Telecommunication Services
- Hardware
- Internet Media & Services
- Software & IT Services
- Electronic Manufacturing Services & Original Design Manufacturing

Transportation
- Air Freight & Logistics
- Airlines
- Automobiles
- Road Transportation
- Cruise Lines
- Auto Parts
- Car Rental & Leasing
- Marine Transportation
- Rail Transportation

■ Industries proposed for standard setting on DEI

■ Industries with an existing topic on employee engagement, diversity & inclusion

■ Industries not proposed for standard setting

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SASB STANDARDS
Now part of IFRS Foundation

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UN SUSTAINABLE DEVELOPMENT GOALS

- Out of 17 SDGs, 10 have **gender-specific indicators**.

- Out of 231 total indicators, 51 of are gender specific indicatiors.

- Goal 5 is only related with gender equality.

HOW DO CERTIFICATION BODIES CONTRIBUTE TO GENDER EQUALITY

| Provide **independent verification** of companies' gender equality performance to **ensure the accuracy and reliability** of their reporting.

| Help companies identify areas for improvement and **demonstrate** their **commitment to gender equality.**

| **Verification** can also help **identify areas for improvement** in data collection and management, and can provide **assurance to stakeholders**.

| **Bring transparency** and provide tools for companies to measurably **demonstrate the impact of their ESG actions** by making them **traceable, visible and reliable**.

| **Create awareness** and being a role model for the companies.

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COMPANIES ACHIEVING GEEIS

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Shaping a World of Trust