



Equal is ***GREATER***: Advancing gender equality through private sector partnerships

Photo: UN Women/Ryan Brown

Background

Since its establishment in 2010, UN Women and its partners have driven transformative change for women, girls and communities. By working together with businesses across the world, we aim to advance gender equality within and beyond the workplace, demonstrating the power of collective action and the private sector's key role in building gender-inclusive societies.

No country has achieved gender equality yet – but it is achievable, and it benefits everyone. Gender equality means fair treatment in a safe and healthy workplace, equal pay and opportunities, along with support for women in the workplace, marketplace, community and beyond.

The private sector is essential to gender equality – by respecting all women's rights, creating jobs and opportunities, innovating new products and services, and boosting a just and inclusive economy.

Gender equality is a fundamental human right and it makes business sense, leading to improved employee satisfaction and expanded market reach. Businesses that have diverse and equal leadership often outperform those that do not.

Achieving gender equality could inject an additional \$12 trillion into the global economy.¹ Ending the digital gender gap alone could provide over \$500 billion,² while closing the skills gap could add \$10 trillion more.³

Our approach

UN Women drives gender equality and women's empowerment (GEWE) in and with the private sector by:

- **Supporting governments in holding the private sector accountable** to legal frameworks and obligations, and providing policy and advocacy advice on adhering to standards and obligations.
- **Implementing strategic programmes and initiatives with private sector partners** on gender equality and women's empowerment to leverage and expand partnerships that achieve sustainable results and increase financing for the gender equality agenda.
- **Coordinating with UN entities** to ensure more coherent and enhanced system-wide performance on gender equality in the private sector through UN Women's convening, capacity development, policy expertise and strategic actions.



Photo: UN Women/Deepika Nath

The journey to gender-equal: Women's Empowerment Principles (WEPs)

As their first step towards achieving gender equality in their own institutions, businesses are asked to sign the **Women's Empowerment Principles (WEPs)**: a set of seven Principles offering guidance on how to promote gender equality and women's empowerment in the workplace, marketplace and community.



Businesses that sign and implement the WEPs consistently perform better than non-signatories on key gender equality metrics, including higher representation of women in leadership roles, senior management and boards.⁴ They also join a global network of 10,000+ likeminded signatories who are creating business environments with fair treatment and equal opportunities for both women and men – and larger returns for companies.

Achieving gender equality results together

UN Women's private sector partners are also committed to tackling global challenges and are working with us to deliver human rights for women and girls worldwide by **respecting and upholding women's rights**, **investing in women** through financing and resources, **enabling women's leadership** and decision-making, **empowering women economically**, and **protecting women and girls from violence** and all forms of discrimination.

By partnering with UN Women, businesses contribute to positive social change while unlocking opportunities for innovation, growth and market leadership.

- Since 2018, at least **8.7 million women and girls** have directly benefitted from collaborative initiatives led by UN Women and the private sector.
- In 2024 alone, **12 countries** promoted women's rights to fair work and equal pay with UN Women's assistance, through the creation of laws and incentives to advance gender equality in the private sector.
- Between 2018-2023, more than **570,000 women** have developed business skills through training sessions co-created with the private sector and UN Women, and over **166,000 women** entrepreneurs strengthened their businesses.



Photo: UN Women

UPHOLDING WOMEN'S RIGHTS TOGETHER

Driving scalable impact through public-private partnerships

Governments hold the primary responsibility for upholding human rights - but true impact demands collaboration among all stakeholders. By working with the private sector through policies, laws, regulations and incentives, governments can empower and enable businesses to fulfill their responsibilities while driving change that can deliver gender equality across all sectors.

Partnering for safer environments in India

In 2021, with UN Women's support, the state of Madhya Pradesh in India committed to becoming a safe tourism destination for women workers and tourists. Partnering with State Departments, NGOs, hoteliers, and travel associations, the initiative creates violence-free, secure environments at tourist sites, ensuring safety and dignity for all women and girls.

Partnering to bridge the digital gender gap in Albania

Emerging digital technologies offer immense potential to improve people's lives but risk exacerbating existing gender

inequalities, discrimination and violence against women and girls. In October 2024, UN Women led the first UN System training sessions on gender, innovation and artificial intelligence (AI), piloted with the UN Resident Coordinator's Office in Albania. Organized by the Gender Thematic and Results Group, the session equipped participants with the skills and knowledge to help governments ensure that digital advancements are equitable for all women and girls, including strategies to customize generative AI tools like ChatGPT so they are more gender sensitive.

UN Women also garnered support to prepare a joint initiative on gender, digitalization and AI.⁵ As a result of the successful pilot, which focused on Albania's specific context, further training sessions are planned for other countries. The training was developed using material inspired by the work of the Action Coalition on Technology and Innovation for Gender Equality – a multi-stakeholder coalition convened by UN Women and co-led by 15 leaders from civil society, governments, the private sector, philanthropy and inter-governmental agencies committed to making technology and innovation gender-equal.



Photo: İlkin Eskipehlivan / UN Women

INVESTING IN WOMEN THROUGH FINANCING AND RESOURCES

Providing sustainable financing and resources for long-term benefits

The private sector plays a pivotal role in financing, resourcing and making long-term investments in gender equality and women's empowerment. UN Women collaborates with businesses, development banks and international financial institutions to channel resources to women and create financial products and services that directly address women's needs.

Gender-responsive relief and recovery in the aftermath of the 2023 Türkiye earthquakes

On 6 February 2023, the strongest earthquakes to hit Türkiye in a century claimed over 50,000 lives, leaving many more injured, with over 14 million people affected in total. In response, UN Women quickly mobilized resources through its extensive network, helping to channel around \$800,000 in private sector support to earthquake-affected women and girls, and to provide clothing and personal hygiene items for over 30,000 women and girls.

Heeding UN Women's call, Turkish companies that signed the WEPs purchased products from women-owned businesses, demonstrating the power of gender-responsive procure-

ment in a disaster response. Companies also supported local women's organizations and women living in temporary settlements with in-kind contributions.

A rapid needs assessment showed that women in Hatay province were most severely impacted by the earthquake. In response, UN Women launched the Box programme in partnership with KAGIDER and Hepsiburada, which helped channel around \$100,000 to bolster Hatay's economy, enabling women who participated to earn roughly 30 per cent of the monthly minimum wage in Türkiye at a time when other forms of economic activity had collapsed.

Two Women's Empowerment Hubs were also established in container cities in Kahramanmaraş and Hatay provinces in collaboration with Koç Holding and the women's CSO Foundation for the Support of Women's Work, providing over 5,000 women and girls with services, skills development and support to build resilience and self-reliance. These gender-responsive initiatives integrated a gender lens in settlement design and reconstruction efforts, while prioritizing women's empowerment and leadership.

Partnering for women and youth-led enterprises

Through leading a joint initiative with the Government of Niger, the African financial institution “Fonds de Solidarité Africain” and commercial banks, UN Women has secured \$35 million for a guarantee line for women- and youth-led enterprises. This public-private partnership initiative helps build a favourable ecosystem for financing women’s and youth entrepreneurship in Niger.

Advancing gender-responsive financial health and inclusion in and through the financial sector

Women in Latin America face significant systemic barriers to accessing financial systems, which limit their ability to alleviate poverty, manage resources or grow their businesses, thus further entrenching gender inequalities.

To help tackle these issues, UN Women is championing financial health and inclusion in Bolivia and throughout the region. In an innovative partnership between UN Women and BancoSol, the bank embedded WEPs as an organizational priority in the workplace, marketplace and community. With UN Women’s guidance, BancoSol has developed and implemented a gender action plan with key support from the bank’s leadership and Board of Directors.

BancoSol issued Bolivia’s first \$30 million gender bond. Backed by IDB Invest, a member of the Inter-American Development Bank Group, the bond finances up to 4,500 women-owned micro and small enterprises and expands financial services in the underserved Amazon region. This financial milestone shows how public and private institutions can collectively harness sustainable financing for gender equality and development.



Photo: BancoSol/Javier Sarmiento

At the community level, UN Women and BancoSol have joined forces on the *Mujeres Extremas* (Extreme Women) initiative, which aims to inspire behavioural change by showcasing women who have broken gender stereotypes in their professions. They have also launched the first *National Journalist Award with a Gender Perspective*, which promotes an inclusive and gender-equal society through the recognition of inclusive media stories.

More broadly, the establishment of the Alliance for Financial Inclusion, launched in July 2023, unites around 30 financial institutions to integrate a gender perspective within their organizations, develop national policy recommendations and promote collaboration between financial and non-financial service providers.

These public and private sector collaborations demonstrate UN Women’s ongoing commitment to women’s empowerment and gender-responsive financial inclusion in Bolivia and beyond.



Photo: UN Women/Fabrice Gentile

Generation Equality: mobilizing funds and political will for gender equality

Through Generation Equality, launched in 2021, UN Women has mobilized substantial funding commitments for GEWE, rallying organizations across sectors to advocate for systemic change and accelerate progress. This global campaign movement has secured commitments totalling \$40 billion for gender equality, including \$13 billion from the private sector.⁶ Through this campaign the private sector is also creating gender-responsive business strategies, supporting economic justice initiatives, and addressing systemic barriers such as care economy inequities through membership in multi-stakeholder action coalitions.

Convened by UN Women and the governments of Mexico and France, Generation Equality brings together organizations from every part of society, including the private sector, to unlock political will, increase investment and drive implementation towards gender equality through collective action, delivering positive change for women and girls worldwide.



Photo: UN Women

ENABLING WOMEN'S LEADERSHIP AND DECISION-MAKING ROLES

Investing in education and skills to boost women in leadership roles

To unlock the full potential of women in leadership, it is critical to create opportunities and remove barriers to strategic roles in the private sector. UN Women works with the private sector to foster inclusive corporate cultures that promote gender equality and dismantle social norms limiting women's advancement. Engaging men and boys as allies is essential for driving collective progress. In addition, it is vital to equip girls with the education, skills and opportunities they need to succeed, particularly in fields with underrepresentation and critical sectors like Science, Technology, Engineering, and Mathematics (STEM).

Bridging the digital divide and ensuring equitable access to technologies in Africa

In 2023, women accounted for just 29 per cent of all STEM workers⁷ and were two times less likely than men to know a computer programming language. This lack of representation in the burgeoning AI industry has already affected the technology's ability to adequately address women's needs.⁸

To help tackle this, UN Women launched the African Girls Can Code Initiative in 2018, in collaboration with the African Union Commission and the International Telecommunication Union.

Through coding camps and mainstreaming coding technology and gender awareness in schools, the initiative has provided over 600 girls from 32 Member States with skills and knowledge to pursue education and innovation in STEM, empowering them to lead in these fields.

Currently in phase 2, the initiative, which is funded by the Government of Belgium and Siemens, is driving impact at the national level across African Union Member States through supporting the integration of gender perspectives in technology and STEM policies, education and curricula across Africa.

Building alliances and fostering male allyship to advance gender equality

Since 2014, the UN Women HeForShe Alliance has engaged men and boys worldwide, encouraging them to challenge discriminatory attitudes and behaviours, and to promote gender equality and positive social norms. Including heads of state, CEOs and global luminaries from all walks of life, who together influence over 600 million citizens and customers, the Alliance has sparked over 3 billion conversations, convened over 2 million activists, and reached over 1 billion people through direct advocacy campaigns.⁹



By 2023, participating companies had embedded gender equality across workplace policies and practices and mobilized over 307,000 employees. Many companies made considerable progress, delivering on commitments to increase female representation on their executive boards to a minimum of 40 per cent, with INSEAD and Vodafone achieving gender parity. Additionally, over half reported an increase in women hired across their workforces and in appointments to their board of directors.¹⁰

Beyond advancing change within companies, HeForShe is also delivering for women and girls across public and private sectors and societies. For instance, almost 3,000 women entrepreneurs successfully scaled up their businesses through UN Women’s AWOME programme, with support from HeForShe Alliance member De Beers Group.

These achievements demonstrate that achieving gender equality is possible now when women and men, girls and boys unite to tackle the pushback to women’s rights and push forward together for gender equality.

Championing women’s and girls’ leadership in technology and online

Despite more women than ever before entering graduate-level STEM jobs, they are still less likely to progress to leadership positions, reflecting a global trend of gender inequality in the design, development and use of digital technologies that risks becoming more entrenched as the digital transformation accelerates.

Since 2022, UN Women, in partnership with Nokia, has empowered women to design and use digital technologies, leveraging digital solutions and private sector networks to strengthen employment opportunities, skills and entrepreneurship for vulnerable women, helping to increase female participation and leadership roles in the tech sector.

In 2024, projects led by UN Women in Argentina, India, Jordan, the Philippines, Saudi Arabia, South Africa, Tunisia and Türkiye have raised women’s participation and leadership in the online

world. This includes attracting and retaining top female talent in STEM careers in Saudi Arabia, building entrepreneurship and digital literacy skills for Syrian refugees at the UN Women Oasis Centre in Zaataru camp in Jordan, and empowering women in marginalized communities in Argentina to strengthen their digital and employability skills.

The partnership has also created a blueprint for the private sector to implement the WEPs and support women’s participation and leadership in technology. The partnership aligns the technical and operational strengths of UN Women and Nokia to achieve impact in the lives of women and girls and drive systemic change. In 2025, the partnership will expand its footprint to 15 countries across five region, and engage partners in the private sector, academia and CSOs to scale to bring proven models to scale in contribution to achieving SDG 5.



Photo: UN Women/Christopher Herwig

Strengthening indigenous women’s leadership and inclusion in Chile

Since 2016, UN Women’s Originarias programme, supported by Teck Resources, has assisted more than 3,700 indigenous women to strengthen their social ties within their communities and helped enhance their sense of belonging across social groups, enabled in part by a dedicated centre that promotes intercultural exchanges, participatory learning and collaborative work. The programme has mobilized over \$340,000 in public and private funding to support Indigenous women entrepreneurs who, through indigenous women-designed and -led initiatives, have developed skills and knowledge to scale their livelihood activities, showing how UN Women-supported collaboration with private sector partners contributes to women’s autonomy and quality of life.



Photo: UN Women/Ryan Brown

EMPOWERING WOMEN'S ROLE IN THE ECONOMY

Inclusive growth that ensures women's income, security and autonomy

The private sector is key to advancing women's economic empowerment, income security and autonomy.¹¹ UN Women collaborates with businesses to ensure equal access to employment, decent work and equal pay, particularly in emerging and high-paying sectors. Through partnerships with governments and businesses, UN Women drives investment in women entrepreneurs, women-led businesses, and gender-responsive enterprises. These collaborations encompass effective gender-responsive financing, procurement and policies that promote long-term economic inclusion for women across industries.

From 2018 to 2023, UN Women supported 1,045 government entities, companies and international organizations in developing and implementing gender-responsive procurement policies, and 65 gender-responsive macroeconomic policies, including fiscal, monetary and trade strategies. These efforts significantly boost financial flows to women-owned businesses and entrepreneurs, fostering inclusive economic growth.¹²

In Argentina, UN Women helped 471 indigenous and rural women secure seed funding to grow businesses in sectors like livestock farming, in partnership with the Google Foundation. The initiative, which reached 897 women, included training in digital skills and business plan development.

In Mexico, the Moving Forward Equality Programme, a collaboration between UN Women and the private sector, supported 2,040 women entrepreneurs. The programme helped them acquire critical skills, leading to a 40 per cent increase in weekly sales for many participants. These initiatives show the transformative impact of empowering women in the business world.

Nurturing the entrepreneurial landscape for women across Europe and Central Asia

Since 2021, in collaboration with the European Bank for Reconstruction and Development, the Women's Entrepreneurship Accelerator and Yıldız Holding, UN Women has supported over 3,000 women entrepreneurs per year through the UN Women Women's Entrepreneurship Expo.

The initiative, held in over 10 countries and delivered in more than 10 languages, allows women to cultivate relationships, network, learn from peers and develop business skills, while connecting with investors and private sector stakeholders. Through amplifying the visibility of women-led enterprises, the Expo fosters inclusive markets and value chains that are empowering women entrepreneurs across Europe and Central Asia.

The Asia Pacific Care Accelerator – decent work for care workers

UN Women is helping to turn women’s disproportionate responsibility for unpaid care work into business opportunities that could improve economic participation across the Asia Pacific region.

Through the Asia Pacific Care Accelerator, led by UN Women, 12 care enterprises grew their businesses and developed gender-responsive business models, providing decent work

opportunities for their care workers, with all participants reaching gender milestones in alignment with the WEPs. Examples of achievements include developing a sexual harassment policy and confidential grievance mechanism, establishing non-discrimination and equal opportunity policies, and creating more gender-responsive advertising techniques able to target new customer segments. Many of the participating care enterprises are repositioning themselves as impact businesses for the first time, with several exploring new partnerships and funding opportunities that firmly integrate gender equality as part of their model.

The pilot is part of the Gender-inclusive Care Entrepreneurship Ecosystem Programme (GICEEP), funded by Canada’s International Development Research Centre (IDRC) and the Visa Foundation, and implemented in partnership with Bopinc and the Swiss Association for Entrepreneurship in Emerging Markets (SAFEEM).



Photo: UN Women



Photo: UN Women/Lauren Rooney

PROTECTING WOMEN AND GIRLS FROM VIOLENCE AND DISCRIMINATION

Safe, inclusive workplaces and spaces that enable women and girls to thrive

The private sector plays a crucial role in the protection, prevention and response to violence against women and girls, both in the workplace and online. UN Women collaborates with businesses to implement actions that stop violence against women and girls, prevent workplace discrimination and ensure safety in digital spaces. These efforts include promoting employer responsibility to create safe, inclusive work environments and leveraging technology to prevent online violence.

Mobilizing the textile industry to end sexual harassment and violence in India's largest supply chains

In 2024, the Tamil Nadu Government, in collaboration with UN Women and H&M, launched the Textile Industry Coalition (TiC) to combat gender-based violence in Tamil Nadu's textile sector. This coalition unites global brands, manufacturers, government agencies, trade unions, and civil society organizations to create a safe, empowering work environment by promoting zero tolerance for sexual harassment and violence.

With women forming the backbone of this industry, the coalition focuses on enforcing India's Prevention of Sexual Harassment of Women at Workplace Act, 2013. Through training, awareness campaigns, and strong grievance mechanisms, the coalition ensures compliance and accountability across the value chain.

Representing a significant portion of India's textile production, the coalition is driving systemic change in the export-oriented industry. Led by UN Women, over 50 stakeholders have made actionable commitments to adopt zero-tolerance policies, establish standardized guidelines, and create codes of conduct to eliminate harassment.

By embedding gender-responsive practices throughout the textile ecosystem, the Textile Industry Coalition is setting a precedent for sustainable, ethical, and inclusive growth, prioritizing women's safety and empowerment in one of India's largest supply chains.

Teaming up to end violence: harnessing sports and business for gender equality

A campaign to end violence against women and girls was launched in a partnership between private sector businesses and popular football players from the Western Balkans and Türkiye under UN Women's *Implementing Norms, Changing Minds* regional programme, funded by the European Union. The campaign gained significant traction, with 21 media reports and special broadcasts on three national TV stations. With private sector support, the campaign was broadcast in predominantly male spaces, including sports betting shops, amplifying its impact in challenging harmful social norms.¹³

Supporting survivors of domestic violence through workplace support

Developed in collaboration with the Vodafone Foundation, UN Women conducted the first research into FTSE 100



companies' support for employees experiencing domestic violence and abuse. This research highlights how companies can tackle gender-based violence and foster inclusivity through focused, actionable steps. It's a powerful example of how private sector organizations can work with UN Women to move the needle on gender equality while achieving measurable benefits for their workplaces.¹⁴

In Nigeria, UN Women has established a \$25 million fund to combat gender-based violence, based on commitments from private companies and international financial institutions, demonstrating the power of collective investment in creating safe and equitable environments for women worldwide.

MOBILIZING INDUSTRIES AND BUILDING ALLIANCES

Driving gender equality progress at scale

Industries and alliances are essential drivers of large-scale progress toward gender equality. UN Women collaborates across sectors and stakeholders to build movements that harness the private sector's collective resources, influence and reach in order to shift entire industries and drive gender equality and women's empowerment at every level.

Eradicating harmful stereotypes in advertising and media content

Advertising has a particular power to shape ideas and attitudes. Convened by UN Women, the Unstereotype Alliance seeks to use this power as a force for good to drive positive change around the world. With over 240 members and 12 national chapters across 5 continents, and an annual advertising budget of \$500 billion, the Alliance advocates inclusive advertising.

A 2024 study by the Alliance based on analysis of 392 brands across 58 countries, showed that inclusive advertising boosts sales and brand value. This challenges the assertion that it has an adverse effect on business performance¹⁵, and bolsters arguments that favour the incorporation of inclusive advertising into corporate strategies and communications.

Since 2019, the Unstereotype Alliance has measured portrayals of female and male characters in advertising content using the Gender Unstereotype Metric, developed with Kantar. In 2024, it identified the highest progressive scores to date highlighting the power of collective action to tackle harmful gender stereotypes at scale.



Advancing gender equality in the watch and jewelry industry

The watch and jewelry industry has significant power to influence how people think about and act on gender equality and women's empowerment due to its public visibility and emotional appeal.

Women drive over 90 per cent of demand for the world's jewelry and leaders are increasingly influencing the industry's policies on transparency and social responsibility in the value chain.¹⁶ Nonetheless, gender discrimination and barriers still exist at all levels, including in the communities in which the industry operates.

The Watch & Jewellery Initiative 2030 co-founded by Kering and Cartier is driving gender equality in the industry in collaboration with UN Women. The action platform unites players across the watch and jewelry value chain and enables them to lead progress and future-proof their businesses. With UN Women's technical expertise and guidance, 70+ members spanning over 18 countries globally are committed to implementing the WEPs under this initiative. As a result, member companies are actively working towards promoting equal pay, creating inclusive workplaces, and integrating gender-responsive policies and procurement across their supply chains.



Photo: UN Women/Mohamed Ezz Al Din



Photo: UN Women

Harnessing the influence of stock exchanges to drive gender equality across the private sector

Stock exchanges play a central role in the economies in which they operate, listing over 50,000 companies worldwide with a market capitalization of over \$90 trillion.¹⁷ They have the influence to define what is expected from companies listed on or transacted through their markets, such as by measuring diversity in boards, suppliers and consumers. If leveraged, stock exchanges can help change behaviors and cultures of entire industries and sectors.

UN Women is harnessing the power of stock exchanges to drive gender equality and women's empowerment across the private sector at scale. In December 2024, UN Sustainable Stock Exchange Initiative, the International Finance Corporation (IFC) and UN Women released three market monitors to track gender equality in corporate leadership across Eastern Europe and Central Asia,¹⁸ Latin America,¹⁹ and G20 countries,²⁰ as well as analysis of how various stock exchange sustainability disclosure standards incorporate the Women's Empowerment Principles (WEPs)²¹ – helping companies and investors unleash the power of gender finance by identifying which investments can also drive impact for gender equality.

Since 2014, through initiatives such as *Ring the Bell for Gender Equality*, UN Women – in collaboration with the International Finance Corporation, UN Global Compact, UN Sustainable Stock Exchange Initiative, and the World Federation of Exchanges – has worked with stock exchanges around the world to raise visibility for gender equality on International Women's Day. In 2024, over 120 exchanges and central counterparty clearing houses participated.²²

Stock exchanges have also strengthened their understanding how they can drive impact for gender equality in their own institutions and by leveraging their market influence, thanks to a series of trainings conducted by the UN Sustainable Stock Exchange initiative and IFC in collaboration with UN Women. In 2024, Euronext and exchanges in Egypt, Indonesia, Jordan, Kenya, Kyrgyzstan, Luxembourg, Mexico, Pakistan, Panama, Rwanda, Switzerland and Zimbabwe – demonstrating how industry actors can collectively unleash the power of markets to advance gender equality and ensure that everyone can participate equally in their societies and economies.

COLLABORATING IN HUMANITARIAN AND CONFLICT CONTEXTS

Working together for women's resilience and agency

The private sector plays a vital role in helping UN Women deliver life-changing services and support to women and girls affected by crisis and conflict. Over 600 million women now live in or within 50 kilometers of an armed conflict.²³ As of November 2024 approximately 150 million women and girls worldwide are in need of humanitarian assistance as geopolitical conflicts, climate change, health and food crises intensify.²⁴ UN Women collaborates with businesses and individuals to mobilize and channel resources to where they are most needed, and to develop solutions to protect vulnerable women and girls and their livelihoods.

Supporting women's resilience and agency in humanitarian and crisis contexts

In 2023, UN Women provided Second Chance Education learning opportunities to a total of 27,041 people (24,252 women,

2,469 girls, 271 men and 49 boys) in 11 crisis-affected countries.²⁵ Financed by BHP Foundation, the programme targets vulnerable women and girls who have missed out on education, providing opportunities to re-enter formal education, access vocational training, learn entrepreneurial skills, and connect with employment and business opportunities.

In Georgia, UN Women supported 1,000 women, including refugee women from Ukraine, to strengthen their skills in ICT to participate in the sector, thereby tackling the gender digital divide. These results arose from a public-private programme to empower women in tech, implemented with ICT companies across the Europe and Central Asia region. A total of 33 companies offered mentorship, internship and employment opportunities to participants as part of this programme, resulting in almost 100 women and girls gaining employment in leading ICT companies both inside and outside Georgia.

Call to ACTION

In 2025 the world will meet to review progress on gender equality and women's empowerment. It will make commitments and take action to accelerate progress. This cannot be done without the private sector.

Make a first step: Compare your business's policies and practices with the Women's Empowerment Principles (WEPs).

To find out more about UN Women's initiatives and how your company can make a difference go to:

<https://www.unwomen.org/en/partnerships>

<https://www.weps.org>

or contact:

unw.privatesector@unwomen.org

Disclaimer: UN Women does not endorse any company, brands, products or services

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. For more information: www.unwomen.org

Endnotes

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