

# Women, Work and Economic Development



Committed to Good



## CTG FEMALE FIRST TOOLKIT FOR ADVANCING WOMEN'S ACCESS TO EMPLOYMENT IN FRAGILE AND CONFLICT-AFFECTED COUNTRIES

June 2020

### THE RIPPLE EFFECT OF WOMEN'S EMPOWERMENT

Increasing work opportunities for women in fragile and conflict-affected states can change the course of global conflict and economics. The private sector must play its part, along with the public sector, in not only making job opportunities available for women, but also in actively bringing qualified women into positions of leadership with responsibility.



**+US\$28 trillion**  
Would be added to the annual global GDP if women participated in the world's economy equally to men

\*McKinsey Global Institute



**76%**  
Amount that women's income could increase globally if the wage gap were closed

\*Care International



**+70%**  
The consumer purchasing percentage women account for globally

\*Girl Stats

### WHO WOULD BENEFIT FROM USING THIS TOOLKIT?

The Toolkit is designed to support the private sector and humanitarian and development communities in their efforts to promote women's economic empowerment in their processes, recruitment initiatives, programmes, and policies. It is geared towards decision-makers, executive leadership and senior management.

The toolkit provides practical guidance from established organisations in the sector and explores opportunities to integrate gender aspects in different areas of your business. Following these steps may promote greater impact and success.

### CONTACT INFORMATION:

CTG is a specialised Human Resources Management provider to the humanitarian and development sectors in conflict-affected regions.

For more information on how you can implement CTG's Female First Toolkit in your Business and Supply Chain, contact: [csr@ctg.org](mailto:csr@ctg.org)

# FEMALE FIRST

CTG'S FEMALE FIRST INITIATIVE WAS LAUNCHED IN 2017 TO BALANCE THE GENDER SCALES IN HUMANITARIAN EMPLOYMENT.

**Goal:** By 2030, 30% of CTG's project-related roles will be represented by women.

## HOW TO IMPLEMENT FEMALE FIRST WITHIN YOUR ORGANISATION



### SOURCE:

#### Increase your talent pool of qualified female candidates

- Tap into professional networks that qualified women are part of by reaching out to women who have taken part in leadership development courses, job trainings or internships as well as university and education networks.
- Encourage qualified female employees to actively network with their personal and social circles and inform their female peers about potential opportunities.
- Reach out to women's rights networks or women who are already connected with civil society or the humanitarian and development sector and ask them to forward job adverts to their e-mail lists or inform their networks about potential opportunities.
- Identify the most effective advertising platform or means of targeted advertising within your country whether through the internet, radio or newspapers.
- Ensure that job adverts are worded with gender-neutral language and explicitly invite women to apply.



### SUBMIT:

#### Increase the number of female candidates who apply for or are shortlisted for positions

- Develop and review targets for how many female candidate CVs are submitted or considered for different positions. For example, CTG aims for at least two out of five CVs submitted to clients as part of shortlists to be those of qualified female candidates.
- Conduct pre-interview calls with female candidates to ensure they are fully qualified, understand the position requirements and are willing to undertake the role.



### SELECT:

#### Increase broader commitment to Female First amongst stakeholders and throughout the supply chain

- Work with hiring teams and project managers to ensure that gender bias, both conscious and unconscious is tackled.
- Identify key gender champions within your organisation, among clients and throughout your supply chain and invite them to commit to Female First.

- Share success stories of women's empowerment in your workplace with clients and throughout the supply chain.

## MONITOR, EVALUATE, ENHANCE

- Encourage those responsible for hiring to set their own realistic and achievable targets for the above to ensure their engagement in the initiative.
- Regularly review Female First to identify successes and failures within your operations and amend activities accordingly to ensure continual implementation of the most effective means to empower women within the workplace.

## OTHER WAYS CTG IS WORKING TO EMPOWER WOMEN IN THE WORKPLACE IN FRAGILE AND CONFLICT AFFECTED STATES:

**Women in Aid Leadership:** This programme engages young women in CTG's operational zones through providing experience and mentorship opportunities that support their pursuit of a successful career in the aid and development sector.

**Train and Partner:** Called the Committed to Good Curricula, this programme aims to provide bespoke, in-person and online training activities that address unconscious bias, employability skills, and professional development.

## THE WOMEN'S EMPOWERMENT PRINCIPLES (WEPs):

CTG uses the seven principles outlined by UN Women to integrate best practices into its policies and actively advocates for the adherence of WEPs in each of the business communities where it operates and beyond.

### THE WEPs CASE STUDY

*The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by the UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and are grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.*



Companies should sign the WEPs, openly express support for SDG 5, look to other organisations for best practices and adapt recruitment procedures. Private sector champions can be powerful forces of social change.

**1.** | **PRINCIPLE 1:**  
Establish high-level corporate leadership for gender equality.

**2.** | **PRINCIPLE 2:**  
Treat all women and men fairly at work – respect and support human rights and nondiscrimination.

**3.** | **PRINCIPLE 3:**  
Ensure the health, safety and well-being of all workers, including women and men.

**4.** | **PRINCIPLE 4:**  
Promote education, training and professional development for women.

**5.** | **PRINCIPLE 5:**  
Implement enterprise development, supply chain and marketing practices that empower women.

**6.** | **PRINCIPLE 6:**  
Promote equality through community initiatives and advocacy.

**7.** | **PRINCIPLE 7:**  
Measure and publicly report on progress to achieve gender equality.

Take the **WEPs Gender Gap Analysis Tool**, a business-driven tool designed to help companies from around the world assess gender equality performance across the workplace, marketplace, and community.

Visit [www.weps.org](http://www.weps.org) to find out more



The Beijing Declaration and Platform for Action is considered the most comprehensive global framework for women's rights and offers important focus in rallying people around gender equality and women's empowerment.

## HOW YOUR ORGANISATION CAN SUPPORT THE BEIJING DECLARATION AND PLATFORM FOR ACTION BY PROMOTING WOMEN'S ECONOMIC EMPOWERMENT

### Promote peace by engaging women in peace processes

- Promote peaceful conflict resolution and peace by encouraging the employment of women in jobs that are related to peace-building or development.

### Safeguard and promote basic workers' rights

- Promote women's economic rights and independence by improving their access to employment and adhering to safe work practices and conditions.

### Encourage women's equal access to and participation in employment

- Take extra measures as necessary within recruitment processes to ensure the equal employment of women to men.
- Where possible facilitate the transition of women from the informal to formal sector of employment.
- Eliminate occupational segregation by promoting women's equal participation and placement in highly skilled jobs and senior management positions.
- Encourage the diversification of men and women's occupational choices to take up non-traditional roles.

### Eliminate discrimination

- Address systemic discrimination, bias and unconscious bias against women in the labour force particularly with respect to hiring, retention and promotion.
- Eliminate discriminatory practices such as unequal pay for work of equal value or discrimination against a woman because of her reproductive role.

### Promote and ensure women's access to training and studies on an equal basis with men

- Ensure equal access and promotion of women's studies, effective job training and retraining for both traditional and non-traditional roles prior to work to support entry into the labour market, and during employment.

### Provide or strengthen information sharing with women

- Establish or strengthen outreach programmes, networking and information exchanges to inform women of all groups of work opportunities.
- Facilitate the dissemination of information about successful women in traditional and non-traditional jobs and the skills required to achieve success.

### Improve women's representation in leadership positions

- Recruit women for leadership, decision-making and management positions.
- Encourage women's upward mobility and promotion within the labour market.

[READ THE FULL BEIJING DECLARATION HERE](#)

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



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17 PARTNERSHIPS FOR THE GOALS

