



Dear RBF Participant,

We look forward to welcoming you at the 6th Responsible Business Forum next week. With regard to your participation in the discussion panel on **SDG 5: Gender Equality**, we would like to share some information on the Goal and logistics:



Empowered lives.  
Resilient nations.

## SCHEDULING

Date : Wednesday, 22 November 2017

Time : 11:00 – 12:30

Venue : Marina Bay Sands Convention Centre, 10 Bayfront Avenue, Singapore 018956

Room : Heliconia Jr. 3411 & 3412

## FORMAT (90 Minutes)

1. **Introduction and Panel Discussion:** The facilitator and discussion panel will briefly introduce themselves, their organisations and provide a short overview of SDG 5 to frame the discussion. Speakers will then share their perspectives and examples of action on this goal. The facilitator will then moderate a discussion with questions for the panellists. (55 minutes)
2. **Audience Roundtable Discussion:** Delegates to share, discuss and agree on priority recommendations for scaling up the kind of initiatives presented during the panel, to measuring their impacts and making these part of an integrated approach to the SDGs. (20 minutes)
3. **Feedback from Roundtables:** Each table will assign a discussion leader to stand and share their recommendations with the room. (10 minutes)

Panel speaker are encouraged to join in the audience discussion.

Facilitators will remain as the point of contact for the recommendations.

4. **Wrap Up:** The facilitator will wrap up with a quick summary of the main discussion points and recommendations. (5 minutes)

## DISCUSSION TOPICS

- **Scaling Up:** What can be done to accelerate and scale up these initiatives?
- **Measurement:** What can be done to measure the impact of these SDG actions?
- **Interconnectivity:** How can an integrated approach accelerate progress on this goal?

## RESOURCES

Our knowledge partner, **PwC**, has provided key facts and information about the Goal attached to this briefing note for reference.



## **SDG 5 GENDER EQUALITY**

ACHIEVE GENDER  
EQUALITY  
AND EMPOWER  
ALL WOMEN AND  
GIRLS.

### **WHAT'S THE CHALLENGE?**

Empowering women is a precondition to solving poverty, inequality and violence against women. In developing countries, closing the pay and access to work gap to equal that of men could mean women could be better off to the tune of \$9 trillion. Closing the employment gap between men and women could add \$12 trillion to global GDP by 2025 (by advancing women's equality). \$28 trillion would be added if women were to play an identical role to men in the labour markets.

From a business perspective, providing the same pay, promotion, and benefits for work, as well as opportunities to join the board, with disregard to the jobholder's sex, is a simple strategy that would make a big difference. In addition, firms with greater board level diversity perform better – looking at the Fortune 500, firms with the highest percentage of women outperform those with the lowest (the top quartile out-performing the bottom quartile by 53% for return on equity and 66% for return on invested capital).

### **WHY DOES IT MATTER FOR BUSINESS?**

Women often leave the workforce because maternity and career development seem incompatible. Women are vastly underrepresented in the boardroom, yet firms with a greater board-level diversity perform better.

### **WHERE IS THIS A TOP CHALLENGE?**

Brazil (target 5.5), Japan (target 5.5), South Africa (target 5.4).



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## POSSIBLE RELEVANT BUSINESS ACTIONS TO HELP ACHIEVE THIS GOAL

- Implement non-discriminative, gender-sensitive recruitment and retention practices; embed gender equality in policies and processes for both employees and governance bodies.
- Establish a zero-tolerance policy towards all forms of violence in the workplace and prevent sexual harassment.
- Ensure equal opportunity for career development and promotion for those employees with care responsibility and recognize the burden of unpaid care work affecting female employees.
- Ensure that business activities, products and services respect the dignity of women, and do not reinforce harmful gender stereotypes; promote gender-sensitive business solutions.
- Embed non-discrimination clauses in supplier code of conduct, and support suppliers in advancing gender equality and women's empowerment.