



Event Outcome Report

Building Sustainable Businesses

Encouraging Accountability to Advance Women's Inclusion

Date: 3rd November 2021

Location: Pearl Initiatives' Zoom Platform

Speakers:



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Gender Equity and Sustainability Specialist



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Session Objectives:

The panel discussion aims to highlight the importance of accountability from Corporate Leadership to progress women's advancement and ensure business sustainability. The session will also share business practices and showcase how companies in the Gulf region can use mechanisms, tools, and resources to support the inclusion of women in the workplace. The session will present ways companies can make a start or improve accountability measures, by putting in place KPIs to follow through women's inclusion commitments. The discussion will use concrete examples and actions.

- Highlight how successful businesses make corporate governance commitments and set leadership and accountability standards, to advance women's inclusion at work.
- Share experiences on successful business practices which promote accountability
- Promote different tools and methods of measurement for companies to uphold their commitments
- Explore how business leaders implement policies to advance women at work and ways to enhance their effectiveness.

Key Takeaways:

- During the modern time the number of women in the workforce has steadily increased.
- Women should be granted the same opportunities in the workplace as male employees. As a result, when they are given the same opportunity, businesses perform better and it is proven that businesses have greater scope for more innovative ideas.
- Gender equality should be considered part of the culture of an organization.
- Gender equality means treating all genders equally, with equal respect, and without discrimination. It also means that women and men are equal socially, economically, politically, and otherwise.
- Inclusion of women is a universal right, regardless of race, religion, disability, cast, or other requirements, because it is about equal opportunity.
- Many regions have been able to pave the way for women's leadership and inclusion.
- Women empowerment involves providing women the opportunities and skills they need to take control over their lives, make their own choices and reach their own potential in order to contribute to society without any barriers.
- According to research there will be greater management and profits in a diversified workforce with equal opportunities.
- An inclusive culture is one in which employees feel valued, are encouraged to share their ideas, which encourages diversity in the workplace, and are not condemned. Which foregoing should senior managers adopt to help the company succeed and add value to the organization.

- Women's inclusion drives performance and is an economic gain. Which is also considered as qualitative to a quantitative perspective.
- Organizations should be gender responsive than gender sensitive. Gender responsive is based on the assumption that men and women are different and should therefore be treated differently. Gender sensitive recognizes that both men and women have things in common and treat them equally.
- Organizations must prohibit all forms of discrimination in the employment process and workplace.
- We must strive for a world where both men and women have equal opportunities, and a world that is inclusive of all.
- Many employees desire to work for companies that are sustainable organisation.
- Three separate approaches for organizations to incorporate women at work are to plan for women by ingratiating their needs, to assist women entrepreneurs, and to invest in women by creating and providing opportunities for their growth.
- It is important to be inclusive at all levels. In order to be an inclusive organization, they must have an inclusive culture, policies, decision-making processes, and innovation to build a balanced society.
- Women encounter several numbers of difficulties. They could be domestic difficulties, reliance on a life partner, a lack of courage, and family planning legislation, are among the three primary factors discussed. As a result, many women miss out on career opportunities.
- There are two ways to measuring that must be considered. The first is systemic barriers and second is sustainable change. These are the two key drivers that can enhance the number of women in senior leadership positions.
- Organizations should also consider training and development when it comes to boosting the number of women in the workplace.
- There are many steps that organizations can take to incorporate to be able to reach their potential and work as a diverse organization.
- Organizations should inform potential stakeholders about all of their agendas so that they can acknowledge the organization's stance on certain issues.
- As leaders, they must urge smaller businesses to work collaboratively as a diverse organization to achieve greater results.
- The pandemic has imposed new challenges to achieving equitable distribution of resources and income.
- The pandemic has also revealed deep inequalities between men and women, and the lack of equality and empowerment between women and men.
- Senior leaders should play a role as sponsors who act as mentors but aid in pushing female

employees and giving them the same opportunities as males while also helping them flourish.

Summary

There is an ongoing need for action to promote gender equality and equity. Gender equality is only achieved when women and men have the same rights, responsibilities, and opportunities. This will require a new social contract for the coming years, one that recognizes the rights of both genders and the need to be inclusive. The inclusion of men must be central to the goals of achieving gender equality and of achieving sustainable development. We must embrace a new social contract, one that recognizes the rights of both genders and the need to be inclusive of all. Gender equality and equity have become crucial elements to achieve sustainable development. Gender equality and equity must be included in sustainable development to ensure that concerns of gender discrimination are not neglected. Women's presence in business is necessary to promote economic growth, the improvement of corporate culture, and to help sustain the world's population. Women's inclusion in business will not only improve profitability but will also lead to a more dynamic workplace, an increase in organisational efficiency, as well as help create a positive effect. The success of an organisation depends on the participation of both men and women.