

8 steps to **accelerate gender equality** in the workplace

1. **EQUAL PAY FOR EQUAL WORK**

Conduct regular pay audits to ensure people of all genders are paid equally for doing the same job with similar experience and qualifications. Address any pay gaps and create transparent compensation structures to prevent gender-based pay disparities.



2. **FLEXIBILITY AND WORK-LIFE BALANCE**

Offer flexible working hours, remote work options, and family leave policies that accommodate the needs of all employees. This helps support employees of all genders in balancing work and personal responsibilities without facing stigma or career disadvantages.



3. **COMPREHENSIVE ANTI-DISCRIMINATION POLICY**

Develop and enforce policies that explicitly prohibit discrimination, harassment, and bias based on gender. Ensure these policies are well-communicated, easily accessible, and that there is a clear, confidential process for reporting any issues.



4. **GENDER-SENSITIVE LEADERSHIP DEVELOPMENT**

Encourage and support all employees, regardless of gender, to take on leadership roles. Provide mentorship and development programmes that help break down barriers to career advancement for underrepresented genders in leadership positions.



5. **INTERSECTIONAL APPROACH TO INCLUSION**

Recognise and address the various layers of identity and systemic inequalities that affect individuals, particularly those who experience multiple forms of discrimination. Encourage open dialogue, provide inclusion training, and celebrate gender diversity in the workplace.



6. **ADDRESS BIAS IN RECRUITMENT AND PROMOTION**

Implement standardised interviews and assessments that focus on skills and experience. In job descriptions and ads, use gender-neutral language to avoid excluding candidates of a particular gender, and train hiring managers on how to recognise and mitigate bias.



7. **SAFE REPORTING AND PROTECTION AGAINST RETALIATION**

Create multiple channels for reporting gender-related issues confidentially. Protect whistleblowers by ensuring an efficient and transparent process for investigating the claim, and follow up with the individual to ensure they feel supported.



8. **LEAD BY EXAMPLE**

Ensure senior leaders are publicly committed to advancing gender equality and demonstrate that commitment through their actions, not just words. Regularly track and report progress on gender equality goals, including pay equity, and encourage senior leaders to act as role models, modelling inclusive behaviours.

