

GENDER EQUALITY IN ACTION

How do I get started?

Start now and deepen your gender equality journey. Promote opportunities for women to thrive through a successful gender equality strategy, starting with the framework below.



Talent recruitment, retention, and training

Implement gender-inclusive and discrimination-free recruitment, promotion, and training practices



Hiring

Raise awareness of potential biases and implement practices that are free of discrimination.

Retention and promotion

Ensure women and men are considered equally in the talent retention strategy.

Benefits

Provide fair and comparable wages, hours and benefits to all employees including consideration for women specific health needs.

Training

Ensure continuous learning and training opportunities to all employees to allow for equal access to professional development and promotions.

Culture of inclusion

Ensure all employees benefit from a safe, healthy, inclusive work environment



Health and safety

Recognise gender differences and acknowledge work-related risks women are exposed to.

Collective bargaining and employee engagement

Ensure trade unions and committees include and integrate the voices of women.

Flexible working

Provide flexibility to those who have responsibilities both at home and at work.

Violence and harassment

Ensure you have policies and processes in place that address harassment and violence.



Value chain initiatives

Engage with the company's supply chain to promote gender equality



Procurement

Ask suppliers not just about general policies, but also review their ability to provide a gender-inclusive workplace.

Marketing practices

Women are seen as the ideal customers of the jewellery industry, ensure marketing matches the reality of what women need and want in their everyday lives.

Community

Promote gender equality within the company, but also the community they are in.



For more information on our Gender Equality Toolkit for SME's scan the code



RESPONSIBLE
JEWELLERY
COUNCIL