



UNITED NATIONS
INDUSTRIAL DEVELOPMENT ORGANIZATION



GEIPP
GLOBAL ECO-INDUSTRIAL PARKS PROGRAMME



Schweizerische Eidgenossenschaft
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Federal Department of Economic Affairs,
Education and Research EAER
State Secretariat for Economic Affairs SECO



Advancing Gender Equality in Eco-Industrial Parks

Nisia Ekafitrina

Pretoria, 11-12 September 2024



Objective

“
Women and men equally
lead, participate in, and
benefit from inclusive and
sustainable industrial
development
”

UNIDO, 2023



Background



39% of the global workforce, only 27% managerial positions

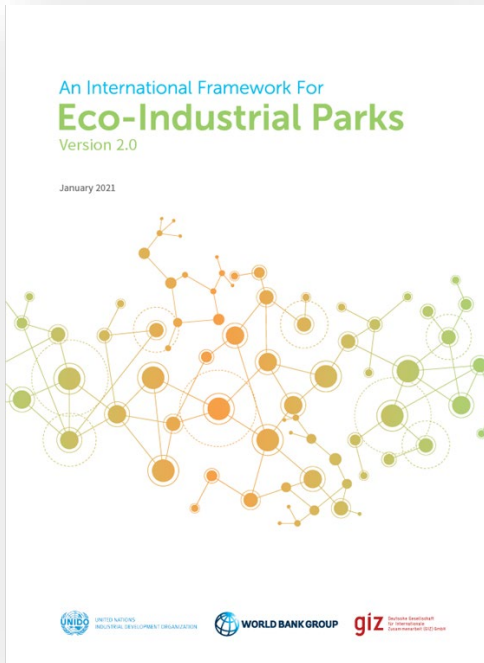


In manufacturing 24% and less than 15% technical roles



Benefit of closing the gap:
23% increase in GDP

Gender mainstreaming in Eco-Industrial Parks



EIP Prerequisite

-primary social infrastructure is vital for employees....paying special attention to the needs of women.
- ... gender perspectives are incorporated in the formulation, management, and monitoring of plans and programs.

EIP Performance indicator

- Grievance mechanisms to address grievances from within and outside the park.
- ... should have a working environment free of violence, harassment, discrimination...
- ...recognition of contractually agreed rights of workers and employees including... leave and maternity leave.

Components of Gender Self-Assessment

Component 1	Component 2	Component 3	Component 4	Component 5
<ul style="list-style-type: none">• Corporate policies and commitments to gender equality	<ul style="list-style-type: none">• Recruitment, promotion and job advancement with equal opportunities	<ul style="list-style-type: none">• Participation and representation in the composition of the workforce	<ul style="list-style-type: none">• Equal pay, benefits, and work-life balance	<ul style="list-style-type: none">• Access to training, education and coaching
Component 6	Component 7	Component 8	Component 9	Component 10
<ul style="list-style-type: none">• Occupational health, safety and hygiene	<ul style="list-style-type: none">• Organizational climate and culture	<ul style="list-style-type: none">• Prevention and attention to cases of violence, and complaint mechanisms	<ul style="list-style-type: none">• Suppliers, value and supply chains	<ul style="list-style-type: none">• Community relations and corporate social responsibility

GEIPP Company Self-Assessment

GEIPP GENDER SELF-ASSESSMENT FOR THE CONSTRUCTION OF GENDER WORKPLAN

Industrial Park Name:

Company name:

Name of the person responsible for the self-assessment:

Date of completion of the self-assessment:



Filling Instructions

Please select one of the automated cell options

Add any comments you feel are relevant in the Comments column

GENDER SELF-ASSESSMENT FRAMEWORK			GENDER SELF-ASSESSMENT							
ID	ELEMENT TO SELF-ASSESS	Gender Glossary	Does the park/company comply with the element at the time	If the company complies (totally or partially) with the element, specify which element has opportunities for improvement and how many.					If the company does not comply with the element, specify if measures are currently being taken to comply with it.	Comments
				Design	Implementati	Assessment	Communicati	Other		
Component 1. Corporate policies and commitments to gender equality										
C11	The park/company has a formally adopted and documented gender equality, non-discrimination and inclusion policy.	Gender equality: the equal rights, responsibilities, and opportunities of women, men, girls, and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender-sensitive programming and policies: programmes and policies that are aware of and address gender differences.	Yes but partially	no opportunities for improvement	many opportunities for improvement	many opportunities for improvement	some opportunities for improvement			
C12	The park/company has goals and objectives in relation to gender equality and the progressive empowerment of women.		No							
C13	The park/company allocates a fixed budget for the implementation of policies, strategies and actions related to gender equality.		Yes	some opportunities for improvement	some opportunities for improvement	some opportunities for improvement	few opportunities for improvement			
C14	The park/company's management is proactively involved in communication and dissemination, inside and outside, of the company's commitment to gender equality and non-discrimination.		Not applicable	no opportunities for improvement	no opportunities for improvement	some opportunities for improvement	some opportunities for improvement			
Component 2. Recruitment, promotion and job advancement with equal opportunities										
C25	The park/company reviews job descriptions and job postings to ensure they are free of gender bias and based on the required skills and competencies.	Gender bias: a preference or prejudice toward one gender over the other. It can manifest in various forms, including unequal treatment, stereotypes, or discriminatory practices based on a person's gender. Gender bias often results in unequal opportunities, rights, and outcomes for individuals based solely on their gender identity.	Yes but partially	few opportunities for improvement	some opportunities for improvement	few opportunities for improvement	some opportunities for improvement			
C26	The park/company has means and mechanisms to train talent and leadership of women within the company.		No	no opportunities for improvement	no opportunities for improvement	no opportunities for improvement	no opportunities for improvement			
C27	The park/company has a committee that is in charge of the promotion and promotion processes, which has an equal composition of men and women.		Yes but partially	some opportunities for improvement	some opportunities for improvement	some opportunities for improvement	few opportunities for improvement			
Component 3. Participation and representation in the composition of the workforce										
C38	The park/company carries out targeted hiring of women in different positions with the intention of increasing their participation in the workforce.	Equal gender representation: the fair and balanced participation of women and men in decision-making								

Results and action plan

GENERAL RESULTS

SELF-ASSESSMENT Components	YES	PARTIALLY	NO	NOT APPLICABLE
Component 1. Corporate policies and commitments to gender equality	1	1	1	1
Component 2. Recruitment, promotion and job advancement with equal opportunities	1	0	1	1
Component 3. Participation and representation in the composition of the workforce	1	1	0	1
Component 4. Equal pay, benefits, and work-life balance	0	1	0	1
Component 5. Access to training, education and coaching	0	2	0	0
Component 6. Occupational health, safety and hygiene	0	2	0	0
Component 7. Organizational climate and culture	0	1	0	0
Component 8. Prevention and attention to cases of violence, and complaint mechanisms	0	1	0	0
Component 9. Suppliers, value and supply chains	0	0	0	0
Component 10. Community relations and corporate social responsibility	0	0	0	0
GENERAL RESULT	3	9	2	4

TABLE OF PRIORITIZATION AND WORK PLAN

COMPONENT	COMPONENT OF SELF ASSESSMENT	PRIORITIZATION (SHORT,MEDIUM,LONG TERM)	ACTION	AVAILABLE BUDGET TO SUPPORT IMPLEMENTATION	TIMELINE
Component 1.	Corporate policies and commitments to gender equality	Long Term	<ul style="list-style-type: none"> •Creating inclusive policies for women and improving corporate culture to become a more inclusive and attractive place for women. •Develop a detailed training plan to integrate training on gender awareness, anti-discrimination, discrimination and inclusion, and unconscious bias at all levels of the organization, integrating this content into all training to support the implementation of the strategy and a shift in mindset. 		



What to consider?





Case Study: Implementation in Peru and Colombia

Good progress



Component 8.
Prevention and attention to cases of violence, and grievance mechanisms



Component 7. Organizational climate and culture



Component 6.
Occupational health, safety and hygiene

Case Study: Implementation in Peru and Colombia

Medium progress



Component 3.

Participation and representation in the composition of the workforce



Component 1.

Corporate policies and commitments to gender equality



Component 4.

Equal pay, benefits, and work-life balance



Component 2.

Recruitment, promotion and job advancement with equal opportunities

Case Study: Implementation in Peru and Colombia

Minimum progress



Component 9. Suppliers, value and supply chains

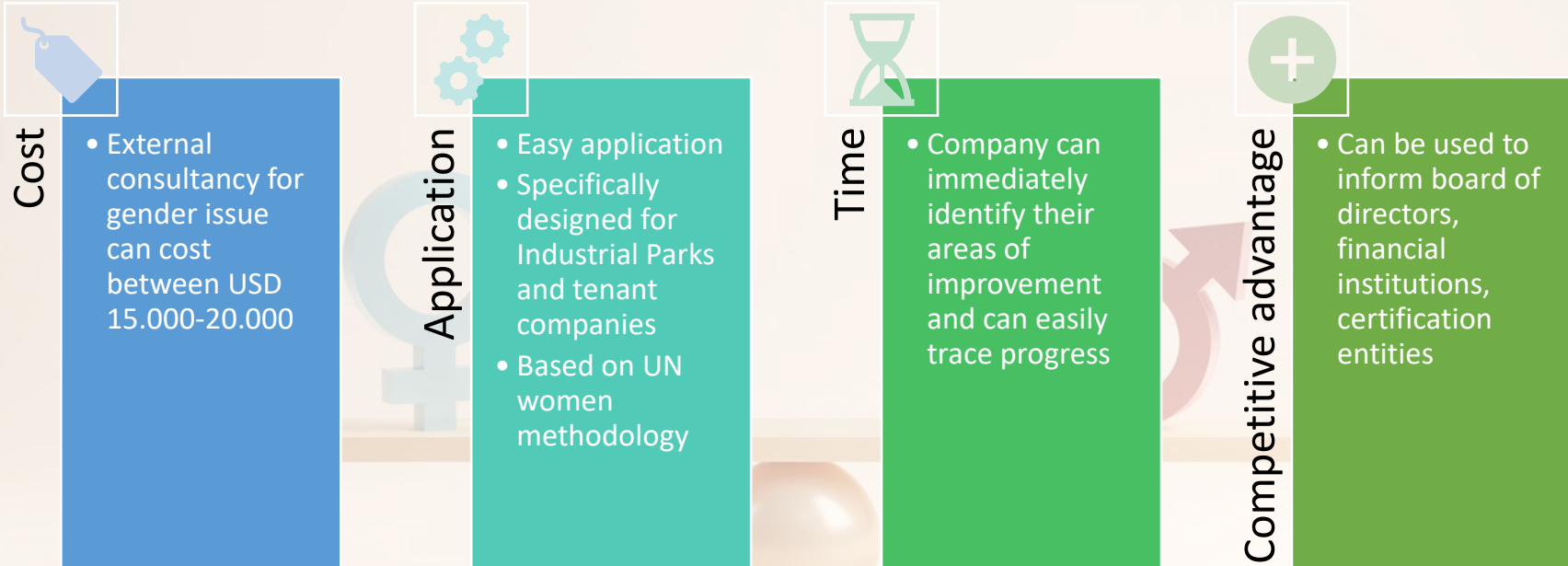


Component 10. Community relations and corporate social responsibility



Component 5. Access to training, education and coaching

Benefit of using the tool



Reference

- UNIDO, World Bank, and GIZ. 2021. *An International Framework for Eco-Industrial Parks*. [Link](#)
- UNIDO. 2022. *UNIDO Guide to Gender Analysis and Gender Mainstreaming the Project Cycle*. [Link](#)
- UNIDO. *GEIPP- Gender-Self Assessment*. [Link](#)
- WEP.2024. *The Women's Empowerment Principles Gender Gap Analysis Tool*. [Link](#)
- UN. 2024. *Goal 5: Achieve gender equality and empower all women and girls*. [Link](#)



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Thank you



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SCAN THIS BARCODE FOR MORE INFORMATION ON **GENDER ACTION PLAN**

