



SDG 5

Achieve gender equality and empower all women and girls

Targets

5.1 End all forms of discrimination and violence against all women and girls.

5.2 Eliminate all forms of harmful practices, such as child marriage and female genital mutilation.

5.3 Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.4 Ensure universal access to sexual and reproductive health and rights, as well as access to quality healthcare services.

5.5 Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

5.6 Promote policies and legislation that provide women with equal rights to economic resources, including access to ownership and control over land and other forms of property, financial services, inheritance and natural resources.

5.a Strengthen and ensure the effective implementation of legal frameworks that protect and promote women's rights, including ending gender-based violence and harmful practices.

5.b Support and encourage women's participation in leadership positions and decision-making processes in all sectors and at all levels.

5.c Recognize and value unpaid care and domestic work, and provide public services, infrastructure and social protection policies that promote gender equality and women's empowerment.

5.d Ensure equal opportunities for access to education, vocational training, and the pursuit of lifelong learning for women and girls.

Opportunities for business transformation with SDG 4

Each and every SDG provides business opportunities. Businesses have a chance to contribute to society and their own bottom line by pursuing the SDGs. The following are the strategies businesses can use to play their role for SDG 5:

- **Promote gender diversity and inclusion** through equal compensation, flexible work schedules, and training and mentorship programs.
- **Make supply chain management gender-sensitive** by taking gender equality into account to ensure women are treated fairly and have equal access to career and educational opportunities.
- **Collect and report gender-disaggregated data** to track the progress towards gender equality. The information includes the workforce's gender diversity, gender pay inequalities, and the effects of their efforts and programs on women and girls.
- **Invest in community programs and initiatives** to help local programs and projects that advance gender equality and the empowerment of women.





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Case Study

Background



Gender workforce inequality in India continues to be a major problem, with women disproportionately represented in low-wage, unorganised jobs with scant job security and benefits. Business M, a well-known international producer of apparel is committed to sustainability and social responsibility, supporting SDG 5 to empower women and girls.

Challenges



The absence of opportunity for women to grow in the workplace was one of the biggest problems Business M in India faced. The Indian women faced barriers to advancement in entry-level jobs and engineering and management due to cultural barriers.

Solutions



Business M conducted a variety of measures to support SDG 5 in order to address these issues. For example, Business M implemented a Women's Leadership Program, career development program, and public relations effort to support SDG 5 and inspire more women to enter non-traditional professions. The programs provide mentorship, coaching, and various skills workshop to the women.

Impact



Business M's career development program and women's leadership program have made a big difference in the lives of female employees, leading to promotions and leadership positions. The awareness campaign has also inspired more women to pursue careers in traditionally male-dominated occupations, making Business M keeping a more competent and varied workforce.