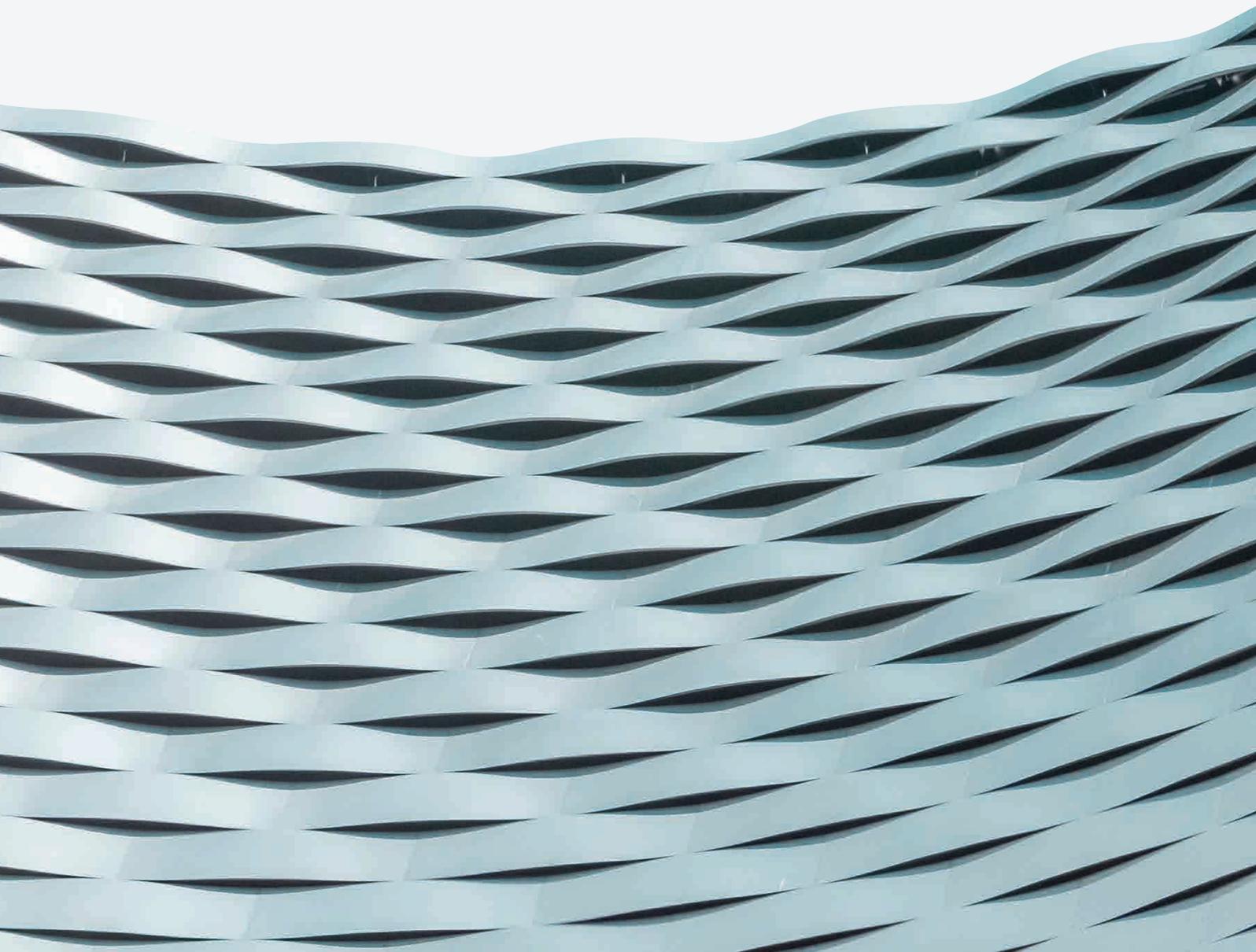


GENDER EQUALITY WORKSHOPS



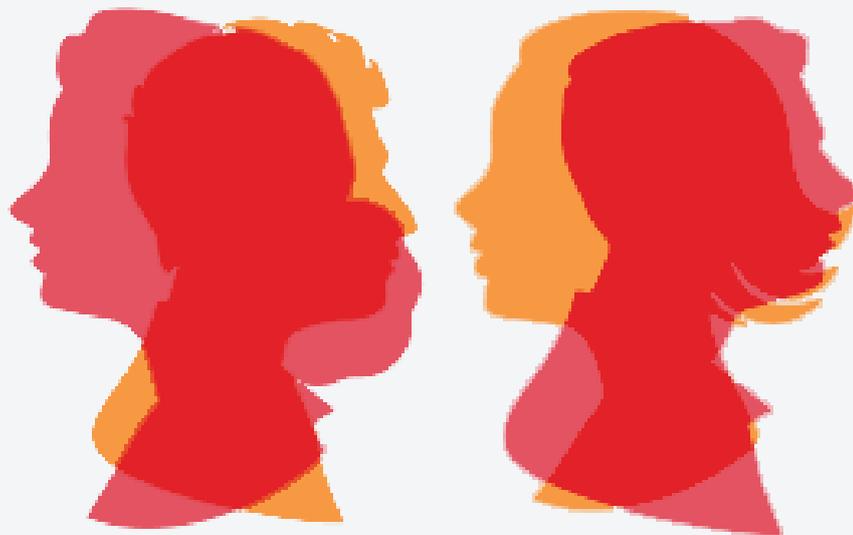
ENCOMPASS HK

Gender equality within organisations will not emerge accidentally, and like any other business goal, a strategic and systematic approach is required for it to be achieved.





Why GENDER EQUALITY AND GENDER EQUALITY TRAINING?

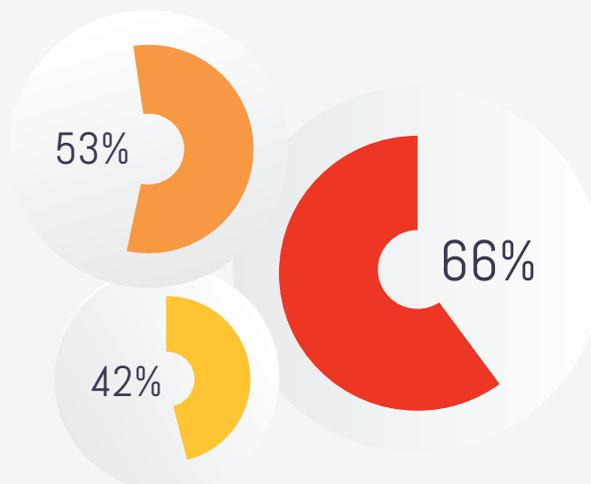


According to a quantitative analysis by Morgan Stanley last in 2016, companies who had more female employees performed better than a cohort of firms with less gender diversity.

Similarly, a 2017 report from Catalyst - The Bottom Line: Corporate Performance and Women's Representation on Boards - indicates, that on average, Fortune 500 companies with three or more women on their boards, and those with the highest representation of women experienced drastically better financial performance than those companies with lower representation of women. The report also states that companies with a higher female representation saw higher returns in the following areas


Return on Equity -
 outperforms lowest
 ranking companies by
 ~53%


Return on Sales -
 outperforms lowest
 ranking companies by
 ~42%




**Return on Invested
 Capital**
 outperforms lowest
 ranking companies by
 ~66%

In addition to these financial performances, companies who aim for gender diversity will also be enhancing leadership, team performance and motivation as heterogeneous teams are more creative, better at generating new ideas and avoiding 'groupthink'. In terms of corporate governance, companies with women in key board committee roles (such as risk and audit) often perform better.



Above are some of the business cases for gender diversity but in our Encompass workshops we'll explain detail on what does this each mean.

Empowering women and achieving gender equality requires the concerted efforts of all stakeholders, including businesses. All companies have baseline responsibilities to respect human rights, including the rights of women. Beyond these baseline responsibilities, companies also have the opportunity to support the empowerment of women and girls through their core business, social investment, public policy engagement and partnerships. As the engine for 90 percent of jobs in developing countries, technological innovation, capital creation and investment, responsible business is critical to the advancement of women's and girls' empowerment around the world.

With a growing business case, **leaders in the private sector are increasingly developing and adapting policies and practices, and implementing cutting edge initiatives, to**

advance women's empowerment within their workplaces, marketplaces and communities.

The launch of the SDGs in 2015 provides a tremendous opportunity for companies to further align their strategies and operations with global priorities by mainstreaming gender equality into all areas of corporate sustainability and systematically and strategically scaling up actions which support the development and livelihoods of women and girls.

Gender-equality training is a crucial tool to enable businesses to better understand how to fulfill these goals. As defined by UN Women, gender-equality training is a **'tool, strategy, and means to effect individual and collective transformation towards gender equality through consciousness raising, empowering learning, knowledge building, and skill development'**. Gender-equality training is not a goal in itself, nor a single tool to implement gender mainstreaming. It is part of a wider set of tools, instruments and strategies. Gender-equality training should be incorporated into a continuous and long-term process. Nevertheless, gender-equality training is an important component of the gender-mainstreaming strategy, and is recognised as such by several international and European normative instruments on gender equality.

GENDER TRAINING

Workshops by Encompass

The following workshops will provide the language, practical tools and tips for companies to effectively incorporate considerations of gender equality and inclusion considerations in their policies, programs and practices, and across the organization. Our workshops not only focus on why and how we want to achieve gender equality but also the business case for doing so. We'll give concrete examples on how companies can benefit from achieving gender equality.

These workshops are designed to be highly participatory and interactive to maximize dialogue, learning and networking. Participants are encouraged to share their own experiences, best practices and challenges, and practical advice on how employees can create an inclusive space will be suggested. The focus of the training is on building the capacity of participants to apply tools and concepts to their actual work and to address challenges that they currently face in their day-to-day work. Staff will be provided with pre- and post-session surveys that measure their understanding and confidence in the subject matter, as well as inviting feedback from staff shortly after the training on the content, format and delivery of the session.

It is suggested for each training module; a 30min to 45minutes one-on-one or small-group debriefing session to be held 3-6 weeks after the training, to follow up with individuals about the action plan they create in training. This debriefing session can be co-facilitated by Encompass staff and the respective HR/D&I manager in the company.



Understanding Gender Equality

This gender-equality training equips participants with the relevant knowledge, skills and values that allow them to contribute to the effective implementation of the gender-mainstreaming strategy in their workplace. All these actions require adequate conceptual and theoretical knowledge, practical skills and sometimes also a change in attitude and behavior. In this introductory workshop, participants will gain an understanding on the different gender concepts and understand the business case for gender equality. **The workshop will explain how understanding and achieving gender equality will ultimately benefit team performance and productivity.**

Participants will achieve the following learning objectives:

- Understand Gender Concepts (e.g. Sex vs Gender, Practical needs vs Strategic Needs, Equality vs Equity)
- Quantify the business value of gender equality

Workshop Format

Attendee: Early to mid-career professionals

Duration: 120 minutes, including a 10 minutes break

Format: In person; Lecture, Role-play, Discussion, Quiz; 15-60 attendees

Suggested cost: HKD8000-HKD12000, depending on the number of participants



Driving Gender Equality

Identifying the gender equality results that the company aims to achieve - along with the concrete actions needed to achieve those results, and the indicators needed to measure progress - are essential steps for advancing gender equality and empowering women. Gender equality can be measured by different business indicators, some of which are more easily adopted than others. To achieve the Gender Equality SDGs, a supportive and inclusive company culture also needs to be developed. In this workshop, we will discuss what measures a company can take to achieve specific gender equality goals that the company may have (for example, on how to achieve SDG Goal 5.1 Ending all forms of discrimination against women; and Goal 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life). **We will suggest practical measures on how companies can achieve their Gender Equality SDGs and share case studies on how some Asian companies have achieved them.**

Participants will achieve the following learning objectives:

- Understand different gender equality SDGs business indicators
- Identify strategies on how to promote a supportive and inclusive culture and achieve different subtotals under SDG 5 Gender Equality
- Take account of gender when planning and implementing policies

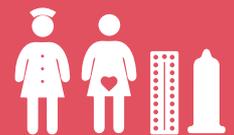
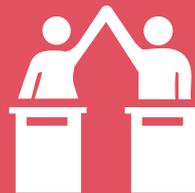
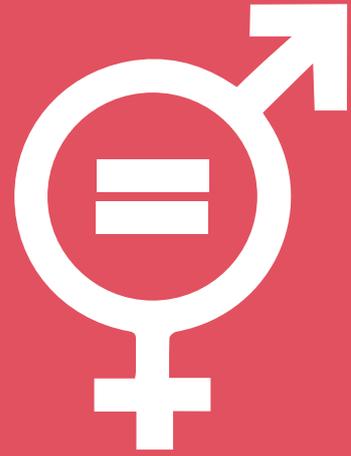
Workshop Format

Attendee: HR, Diversity and Inclusion, CSR officers and managers

Duration: 150 minutes, including a 15 minutes break

Format: In person; Lecture, Discussion, Quiz; 5-20 attendees

Suggested cost: \$12000-\$14000, depending on the number of participants





Monitoring Gender Equality

(In collaboration with Turnkey Group)

Although gender equality is being recognized globally as a priority, many organizations struggle to transform this recognition into practice and communicate it in sustainability reports using a consistent and standardized approach. To date, there has been limited coverage of gender issues in sustainability reports. However, sustainability reporters have the opportunity to promote gender equality by reporting transparently on their organization's gender-responsive practices and performance. This integration of gender-related information can enhance public accountability on gender-related issues. It can enable all interested stakeholders to gain insights into the impacts of an organization's operations, products, and services on women and men. It can also help stakeholders understand how a reporting organization respects and contributes to gender equality. More importantly, by tracking the different matrixes on gender quality companies can know what to improve on to drive overall improve financial performance of the company.

To monitor SDGs, Encompass has **partnered with Turnkey Group Limited**, a leading boutique consultancy firm in Hong Kong that specializes in providing sustainability platform in helping companies and their supply chains manage environmental, social and governance (ESG) impact, mitigate risk and improve profitability with a particular focus in SDGs. The easy and cost-effective ESG data collection process minimises manual workflow and errors. The Turnkey platform can also 'speak with other HR or CSR platforms' such using API connection so data doesn't need to be input twice to measure SDGs.

We encourage our participating companies to use Turnkey or similar platforms to monitor SDGs.

Participants will achieve the following learning objectives:

- Quantify and report gender equality SDG business indicators using analytical tools
- Learn how best to communicate SDG business indicators in sustainability report
- Identify new opportunities to improve their gender management practices
- Get new ideas on how to improve gender reporting practices

Workshop Format

Attendee: HR, Diversity and Inclusion, CSR officers and managers

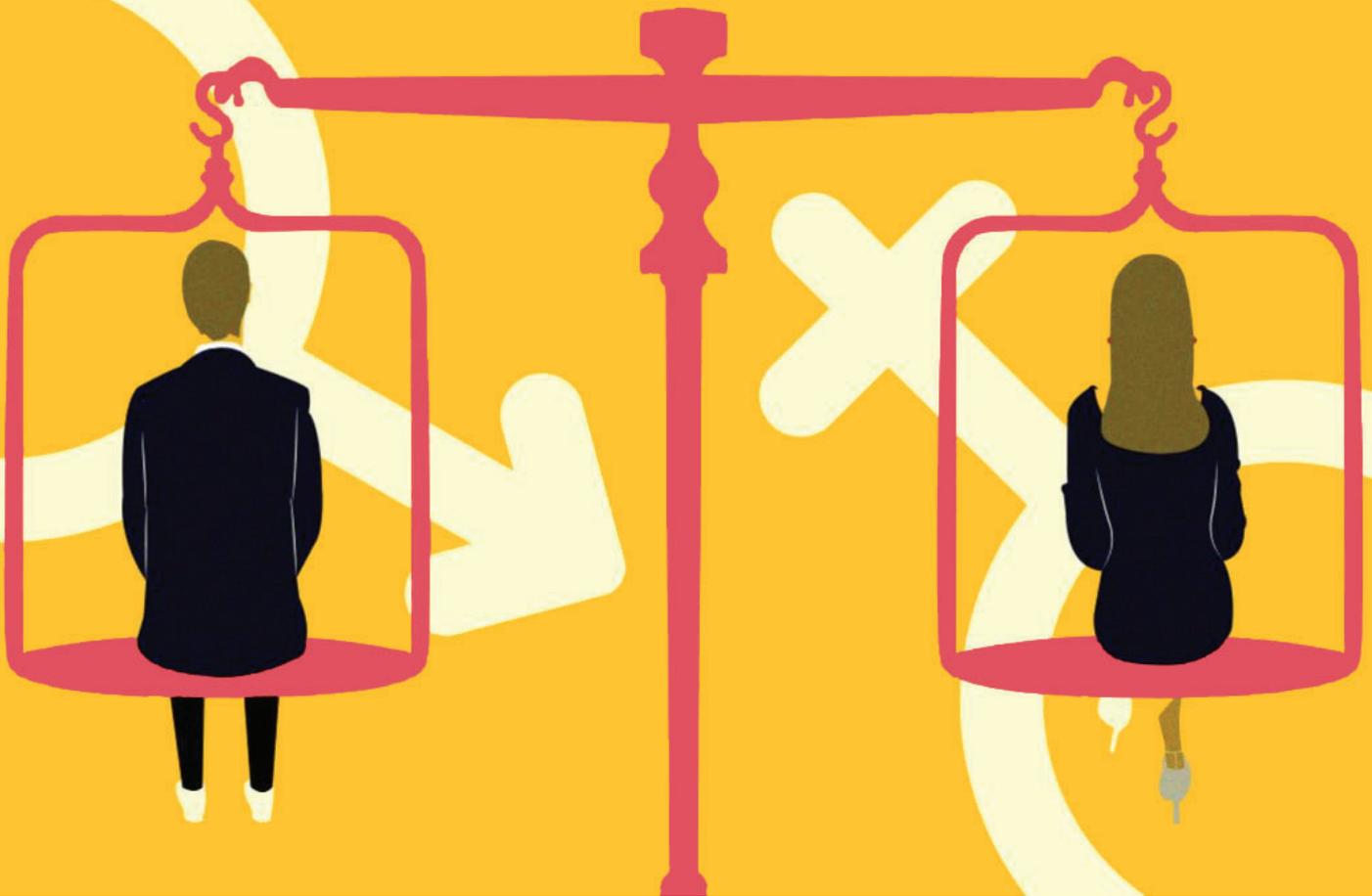
Prerequisites: Attendees should have attended 'Measuring and Achieving Gender Equality' workshop

Duration: 180 minutes, including two-15 minutes break

Format: In person; Lecture, Discussion, Stimulation, Quiz; 5-20 attendees

Suggested cost: \$14000-\$18000, depending on the number of participants





Creating a Gender sensitive workplace

Gender sensitive training entails an understanding of existing gender relations and the obstacles to women's active participation in workplace. It addresses these obstacles by proposing content that addresses both women's and men's interests and needs, and by adopting training and facilitation methods that enhance women's participation. More precisely, gender sensitive training takes into account the needs, priorities, and expectations of both women and men in workplace in order to ensure that women and men receive equitable treatment. Achieving gender equality is not only about hiring more women, but to ensure men can demonstrate that they work equitably and comfortably with colleagues of both sexes. **We'll discuss best practices, successes and failures from real life examples on how to create a gender sensitive workplace.**

Participants will achieve the following learning objectives:

- Learn how to be sensitive using gender-neutral language
- Identify different needs and roles of men and women
- Challenge gender stereotyping norms
- Ensure that both women and men express their true opinion, and listen to and respect each other's experiences and views

Workshop Format

Attendee: Early to mid-career professionals

Duration: 120 minutes, including a 10 minutes break

Format: In person; Lecture, Role-play, Discussion, Quiz; 15-60 attendees

Suggested cost: HKD8000-HKD10000, depending on the number of participants



Creating a LGBT+ friendly workplace

Part of understanding the concept of gender equality also includes an understanding of LGBT+ issues. With a diverse workforce and clients that many business face nowadays, it's vital employees are equipped with the knowledge on such issues to create a safer and more receptive work place environment for LGBT+ people through education and ally development, employees will also have better tools to deliver an LGBT-inclusive service to clients. **We'll identify the business case for creating a LGBT+ inclusive workplace and suggest measures from real life examples on how to create a LGBT+ friendly workplace.**

Participants will achieve the following learning objectives:

- Increase their awareness and knowledge of LGBT+ concepts and especially in workplace
- Applying LGBT Cultural Competency Concepts in workplace and create a safe, secure, welcoming and emotionally safe atmosphere for LGBT+ employee
- Encourage participants to act as allies and encourage effective allies behavior

Workshop Format

Attendee: : Early to mid-career professionals

Duration: 120 minutes, including a 10 minutes break

Format: In person; Lecture, Role-play, Discussion, Quiz; 15-60 attendees

Suggested cost: HKD8000-HKD10000, depending on the number of participants

Encompass Hong Kong

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Understanding Gender Equality

Driving Gender Equality

Creating a Gender sensitive workplace

Monitoring Gender equality

Creating a LGBT+ friendly workplace

ABOUT

ENCOMPASS HONG KONG

Encompass Hong Kong is a social enterprise that promotes diversity and inclusion (D&I) in the workplace through guiding employers to create a work environment that is more D&I friendly, and connecting employers and employees that conventional job searching platforms are unlikely to be able to link up. Encompass Hong Kong offers training and consultancy services to educate and support organizations to be more diversified and inclusive, including meeting global standards e.g. Sustainable Development Goals (SDGs). Encompass Hong Kong will achieve these aims with a strong team of staff and advisors, as well as with partnering organizations that work with differently-abled individuals, senior workers, ethnic minorities, and gender and sexual minorities.



ENCOMPASS HK

Encompass Hong Kong

- 📍 20/F, Tower 535, 535 Jaffe Road, Causeway Bay, Hong Kong
- ✉ contact@encompasshk.com
- ☎ +852 3686 0790
- 🌐 www.encompasshk.com