



## West Africa Gender Equality (WAGE) Initiative

Global Compact Networks Nigeria and Ghana are pleased to announce the launch of a joint initiative focused on gender equality and women's empowerment. The WAGE initiative will provide companies in both countries with the necessary tools and training needed to close the gender gap in their businesses and identify areas for collective action and peer learning on gender equality in both countries.

### Programme Overview

In Ghana and Nigeria, gender equality is an *economic* issue, not just a social one. Empowering women in the economy and closing the gender gap in the world of work are key to achieving the 2030 Agenda for Sustainable Development in these two countries. According to McKinsey Global Institute, Nigeria's GDP could grow by 23 percent – or an estimated USD 229 billion – by 2025 if women had equal participation in the economy. Although Ghana has the highest percentage in Africa of women business owners (46.4%), women still on average earn 77 cents for every 1 US dollar that men receive for equal work.

The numbers show: when more women work and are given equal economic opportunities, business wins.

### Programme structure and benefits

Over the course of one year, the WAGE initiative will offer training and support for companies in Nigeria and Ghana to set meaningful targets on women's equal and active participation in the workplace. The aim of the initiative is for companies to identify leadership practices on gender equality and identify common challenges to tackle together.

### Eligibility Requirements

This programme is open to any Signatory or Participant company of the UN Global Compact that is also a member of the Global Compact Networks in Ghana or Nigeria.

### Timeline

Programme begins: March 2020

Ring the Bell for Gender Equality/1<sup>st</sup> Workshop: 6 March 2020

2<sup>nd</sup> Workshop: May 2020

Collaborative Learning Network Event (Accra)/3<sup>rd</sup> Workshop: September 2020

Trailblazing Women's Reception (New York): September 2020

4<sup>th</sup> Workshop: Q4 2020

Programme ends: March 2021

#### Structure

- 1 training workshop to guide companies on how to benchmark and assess their gender equality performance using the WEPs Gap Analysis Tool.
- 3 peer learning and capacity building workshops focused on addressing company gaps in gender policies and practices.
- Collaborative learning network event (Accra, Q3) to exchange best practices and identify regional leadership actions.
- Companies report publicly on outcomes as part of the launch for the Target Gender Equality Programme regarding women in leadership in Q1 2021.

#### Benefits for companies

- Invitation to participate in high level regional and global events on gender equality and women's leadership in business (e.g. Ring the Bell for Gender Equality, Trailblazing Women's Reception at the UN General Assembly).
- Showcase your company's leadership in Gender Equality and set the standards for other companies to follow.
- Work with influential stakeholders (e.g. stock exchanges, Governments) to push for corporate action and change on Gender Equality.
- Access to the latest tools and guidance to identify strengths and weaknesses for your business on gender equality and actions that can be taken to address them.