

## WHERE WE STAND

### WOMEN'S ECONOMIC EMPOWERMENT

**Soroptimist International** recognises that resources, both historically and in the present, are not distributed equally between men and women. Women remain disproportionately affected by poverty and are over-represented in the informal economy. Economic empowerment, budgeting, and distribution of resources are critical to the advancement of women, the achievement of gender equality, and the realisation of women's human rights. Although SI recognises the flawed nature of the world's dependence on GDP figures, investing in women and empowering them economically does have a positive ripple effect on national and international economies.

**Soroptimist International** urges governments to:

- ratify and implement the International Labour Organization's four key gender equality Conventions: the Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111), Workers with Family Responsibilities Convention (No. 156) and Maternity Protection Convention (No. 183);
- ensure equal representation in economic decision-making and the formation of financial policies;
- enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value;
- set national employment policies which promote the harmonisation of work and family responsibilities for women whilst encouraging men to take on more domestic work;
- remove with immediate effect any legal obstacles and facilitate women's access to productive resources, including but not limited to land, credit, capital, property, and inheritance;
- enact robust legislation to eliminate all forms of gender based discrimination in the workplace;
- engage in gender-responsive budgeting to analyse, plan, implement, and monitor income and expenditure to more equally distribute resources.

**Soroptimist International** will continue to:

- support the initiatives of governments, United Nations' bodies, the World Bank and civil society organisations that promote economic opportunities for women;
- actively advocate for equal representation of women in economic decision making in local, national, and global fora;
- encourage the measurement, quantification, and recognition of currently unremunerated domestic and care activities of women;
- provide education programmes, employment training, and opportunities to acquire vocational skills for all women and girls to secure sustainable livelihoods.

**Soroptimist International:**

- uses **education** to end occupational segregation and increase women's access to formal economies by offering skills based and vocational training to women and girls of all ages;
- **empowers** women and girls by giving them the tools, resources, and knowledge to actively participate in financial decision-making at household, community, national, and international levels;
- **enables opportunities** by raising awareness and understanding of the positive long term impact of investing in women and girls.