



## A UN VISION FOR GENDER EQUITY IN THE WORKPLACE

### What Is the Pact for the Future?

The Pact for the Future is a landmark outcome of the September 2024 Summit of the Future, convened at UN Headquarters in New York. It was adopted by consensus during the UN General Assembly, without a vote, following approximately nine months of negotiations led by Germany and Namibia.

### Structure and Main Articles

The Pact is organized into a Chapeau, five thematic Chapters, and two Annexes. It includes 56 concrete commitments across these chapters, designed to “turbo-charge” progress on the Sustainable Development Goals (SDGs), revitalize multilateralism, and strengthen global cooperation. Its chapters cover:

1. *Sustainable development & financing for development*  
– Commitments to end poverty, hunger, close SDG financing gaps, invest in social protection, and support women’s economic rights.
2. *International peace & security*  
– Commit to inclusive peacebuilding, protection of civilians, nuclear disarmament, and reform of Security Council for greater global representation.
3. *Science, technology, innovation (STI) & digital cooperation*  
– Harness STI for sustainable development, close digital divides, enhance inclusion (especially for women), govern Artificial Intelligence (AI), and support human rights online.
4. *Youth & future generations*  
– Strengthen youth participation, build intergenerational solidarity, and support rights and development of children and young people universally.
5. *Transforming global governance*  
– Reinvent the multilateral system—including UN reform (Security Council, UN General Assembly, Economic and Social Council (ECOSOC) and related bodies), global financial architecture reform, outer-space governance, better pandemic/ crisis response mechanisms.

### Annexes:

- Global Digital Compact – first universal agreement on digital cooperation, AI governance, data practices, and closing access gaps.
- Declaration on Future Generations – guidelines and principles to strengthen accountability and rights for current and future generations.

### Highlights for Businesswomen: Gender Equality & Gender Based Violence (GBV) Focus

The Pact explicitly affirms that achieving gender equality and empowering all women and girls is essential across sustainable development, peace, innovation, and governance—and recognizes the critical role of private sector leadership in driving change.

### ◆ Relevant Commitments in the Pact

- Under Sustainable Development (Chapter 1), the Pact pledges to eliminate discriminatory laws, ensure women's equal rights to economic resources, and promote women's full participation in economic life.
- Under STI & Digital Cooperation, it includes closing the gender digital divide, enhancing women's access to technology, and ensuring STI supports gender equality.
- Under Youth & Future Generations, it underscores the inclusion of adolescent girls in decision-making and prioritizing their rights and empowerment.
- Under Global Governance, it reaffirms commitments to remove legal, social and economic barriers limiting women and girls, alongside hate-speech, misogyny, and rollbacks of reproductive rights.

### **Critiques & Gaps**

Some civil society commentators felt gender equality was under-emphasized in leadership agendas and speeches at the Summit—citing only a few mentions during the entire event—highlighting a lack of visibility and transformative action around GBV and women's rights.

### **How Businesswomen Can Advocate Under the Pact**

If you're a business leader, entrepreneur, or executive, here's how you can turn the Pact's gender-related commitments into real-world impact:

#### **1. Integrate Gender Equality into Business Practice**

- Align company policies with the Pact's call for women's economic rights: equal pay, access to credit and resources, leadership representation, and opportunities for women entrepreneurs.
- Build inclusive supply chains and procurement schemes that prioritize women-led enterprises.

#### **2. Challenge Gender-Based Violence in the Workplace**

- Adopt ILO Convention 190 aligned zero-tolerance workplace policies.
- Implement safe reporting mechanisms, survivor-centered grievance procedures, and training in harassment prevention.
- Engage with stakeholders to ensure business practices uphold dignity, safety, and respect.

#### **3. Champion Digital Inclusion**

- Support initiatives to close the gender digital divide in your workforce and community.
- Provide skills training, mentorship, and tech access programs aimed at women and girls.

#### **4. Advocate Publicly and Influence Policy**

- Leverage industry associations, chambers of commerce, Corporate Social Responsibility (CSR) platforms, and media to amplify the Pact's gender commitments.
- Advocate for national reforms: removal of discriminatory laws, increased investments in gender-responsive financing, social protection, workplace protections, and digital equity.

#### **5. Build Solidarity and Invest in Others**

- Mentor, sponsor, and invest in women-led businesses.
- Join global platforms: UN Women's Empowerment Principles (WEPs), UN Global Compact, and local women's business networks aligned with the Pact's goals.

## 6. Measure & Share Impact

- Monitor gender metrics: representation, wages, retention, incidents of GBV/harassment, access to digital tools and training.
- Publish impact reports, case studies, and best practices aligned with tangible SDG progress consistent with the Pact.

### Closing Summary

The Pact for the Future is an action-oriented roadmap launched at the September 2024 Summit of the Future. Its 56 commitments—spanning development, security, innovation, youth inclusion, and governance—carry clear mandates for advancing gender equality and eliminating GBV.

For businesswomen, the Pact is both a framework and opportunity:

By embedding its commitments into corporate policies, advocacy, community engagement, and measurement, you directly contribute to turning global promises into transformative, local impact—for women, girls, and societies at large.