

Gender Equality in the Private Sector in Mozambique

On February 9th 2022 the **Women IN Business Program - WIN** held a virtual event with the theme "**Gender Equality in the Private Sector in Mozambique**", with the purpose of disseminating the results of the survey carried in a sample of 35 Mozambican companies in the private sector, to understand the level of gender inclusion practices and how they are leading the gender inclusion in their operations and which strategies they are implementing or not, in order to propose solutions based on the 3 tools recently created and launched by the WIN Program:

How to Create a Gender Policy; How to Conduct Gender Training; and How to Conduct a Gender Analysis.

The Panel consisted of members of the WIN Program namely: Higinio Manjaté, Business Advisor; Deyzes Pereira, Senior Business Advisor; Sarah Bove, Deputy Director and Julia Sorensen, Program Director. With special appearances by the General Manager of TechnoServe Jane Grob; the Deputy Head of Cooperation of SIDA (Swedish International Development Cooperation Agency) Hanna Marsk and the Honorable representative of the Ministry of Gender, Children and Social Action Dr. Lídia Chongo.

The session started punctually at 2 pm with the welcome notes from our special guests, where afterwards the report of the survey done in 35 companies about the level of gender inclusion was released.

It was found that 80% of the companies interviewed believe that gender inclusion is a very important part of their company's mission, but only half have a gender policy. 63% do not disaggregate their data by sex and more than half have teams composed of more men than women.

Of the 35 companies 28% have management positions composed of at least 50% women, and 97% of the

CONVITE

Fevereiro
09
14:00 - 15:30

IGUALDADE DE GÉNERO NO SECTOR PRIVADO EM MOÇAMBIQUE

O Programa **Women IN Business (WIN)** conduziu o "GenderScope" para perceber o nível das práticas da inclusão de género dentro a amostra das empresas Moçambicanas.

28% das empresas entrevistadas têm cargos de gestão compostos por pelo menos 50% de mulheres

Porque o género é importante para o desempenho das empresas, terão acesso a **3 ferramentas** chave para integrar género nas vossas operações.

Organizado por:

WIN WOMEN IN BUSINESS TechnoServe Business Solutions to Poverty Sweden Sverige

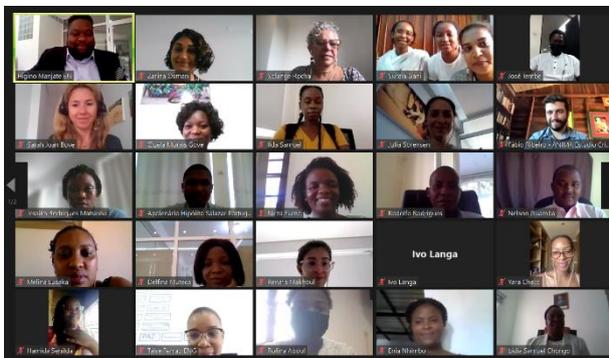
Link para o registo na descrição ZOOM

companies interviewed reported that women are an important market for their company.

About 51% of the companies that participated in the survey reported that their company has specific products or services aimed to women, although, about 63% of the companies interviewed do not conduct, or do not know how to conduct a survey on women as a target group.

During the session several debate and reflection sessions were created so that together the other participants could give their opinions about the results presented there and then give feedback on these discussions.

The last session of this event was composed by the disclosure of the 3 tools created by the WIN Program. These tools will be followed by follow-up actions that can be taken to ensure greater integration of gender in our processes.



The closure was made by the Director of WIN where she thanked the participation of all and invited the companies to jointly include gender in our operations.

We then registered the moment with a family photo.

To learn more about the level of gender inclusion practices in Mozambique's private sector and how companies can become more gender inclusive, click [here](#) to read the full WIN study report or [here](#) for the 2-page infographic summary!

To access the webinar video with the presentation of the results of the survey please [CLICK HERE](#)