

Gender Justice Guiding Principles for Private Sector, Foundations and Civil Society Involvement in Beijing+25

Guiding principles for private sector companies and corporations, foundations, INGOs and civil society organizations (in general Civil Society) to take part in shaping the agenda of the proposed "Action Coalitions", including participating in the Generation Equality Forums in Mexico and/or France for the Beijing +25, five year review of SDGs and the review of the UNSCR 1325 Women, Peace and Security agenda.

We are introducing guiding principles below for private sector companies, foundations and civil society to demonstrate a commitment to feminism and to the human rights of girls and women and gender justice through answering these questions with evidence. The questions aim to enable an assessment before participation in the process. We believe it is not enough to assume this commitment of companies and civil society through joining the process; instead, we call for a transparent process in which certain information about the operation of the organization or group is provided and can be publicly assessed, leading to exclusion in participating in case this information is insufficient, inaccurate or not provided.

For small organisations (below \$20 million USD in annual turnover) this can be in the form of a letter from the chair of the board demonstrating both the commitment towards these principles and accountability to the guidelines below.

Organisations with over \$20 million USD in annual turnover would be required to provide an annual written response to the guidelines below.

1. Does the private sector company, foundation or CSO have a women's rights and gender equality policy inclusive of addressing intersecting discriminations and does it integrate this policy in its structures and operations? Does it provide trainings on this?

Does it have feminist gender equality advisors on staff and in its leadership?

Does it implement its activities with a gender equality analysis inclusive of addressing intersecting discriminations and are these mainstreamed throughout the organization?

2. Does the private sector company, foundation or civil society observe and apply internationally recognized human rights instruments in its operations such as the rights and lands of indigenous women and men, support for childcare, programmes that address male violence against women in all its forms, pay a living wage, pay equity, equality and equity in hiring and promotions, health and safety standards and relevant benefits such as paid maternity and parental leave?

Does it implement the ILO conventions on worker's rights and the rights of women workers?

Does it incorporate environmental accountability and sustainability in its operations?

Does it pay just and fair taxes in every country in which it has economic activities, and does it publish appropriate data to confirm this (i.e. meeting the Global Reporting Initiative's Tax Standard *GRI 207: Tax 2019*).

3. We need to establish an independent international body where the private sector, foundations and civil society must submit their information for accountability and validation.

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