



Global Compact
Network Denmark



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THE DANISH FAMILY
PLANNING ASSOCIATION

The Global Anti-Gender Movement:

What can companies do?

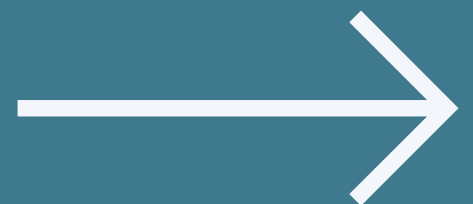


The Global Anti-Gender Movement

In recent years, new conflicts have emerged, authoritarian regimes have gained power, and significant efforts have been made to restrict the rights and freedoms of marginalized groups, including LGBT+ individuals, women, and girls.

These shifting geopolitical landscapes make ground for the global anti-gender movement, a transnational and well-funded movement which opposes women's rights and rejects non-traditional views of gender and sexuality, including abortion rights and the rights of LGBT+ people.

Across the globe, the movement's ideals have resulted in blocking access to reproductive health services, imposing legislation that criminalizes LGBT+ relationships, censoring sexual health information, and increased violence against defenders of human rights.



The Role of Companies

While companies are expected to respect human rights across their operations and partnerships, fulfilling this responsibility can become challenging in regions where the anti-gender movement has a strong influence or is gaining traction.

To address this challenge, The Danish Family Planning Association, the UN Global Compact Network Denmark and AIDS-Fondet recently hosted a roundtable discussion with Danish companies to explore how the movement can impact international business practices and identify effective ways to respond.

In the roundtable, companies were given an overview of the anti-gender movement, listened to contextual examples from advocates in Poland and Uganda, and discussed actions on moving forward.



Looking Ahead

What can companies do to safeguard employees against the consequences of the global anti-gender movement?

- Remain informed on the political landscapes of countries where your company operates
- Involve stakeholders, such as female workers, gender experts, and NGOs in your due diligence processes
- Establish and uphold company policies that protect the rights of women and LGBT+ individuals
- Use disaggregated data in risk assessments that account for gender
- Explore best ways to support the sexual and reproductive health and rights of workers e.g. by supporting access to safe and confidential healthcare services
- Actively promote diversity, equity, and inclusion (DEI) initiatives in the company
- After careful consideration of the context and the safety of your employees, speak up against anti-gender initiatives





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Further Reading

Do you want to learn more about the global anti-gender movement?

Click on the texts below:

→ “Opposition to gender equality around the world is connected, well funded and spreading” (CNN)

→ “Gender equality and gender backlash” (The United Nations Working Group on Discrimination Against Women and Girls)

→ “Tip of the Iceberg report on funding streams in Europe” (European Parliamentary Forum for SRHR, 2021)



The Global Anti-Gender Movement: What can companies do?

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- Explore best ways to support the sexual and reproductive health and rights of workers e.g. by supporting access to safe and confidential healthcare services
- Actively promote diversity, equity, and inclusion (DEI) initiatives in the company
- Speak up against anti-gender initiatives when it does not jeopardize the safety of your employees