

Gender Equality in Mozambique's Private Sector **A GenderScope of 35 companies**

November 2021

Women IN Business (WIN) conducted the GenderScope to understand the level of gender inclusive practices among a sample of Mozambican companies.

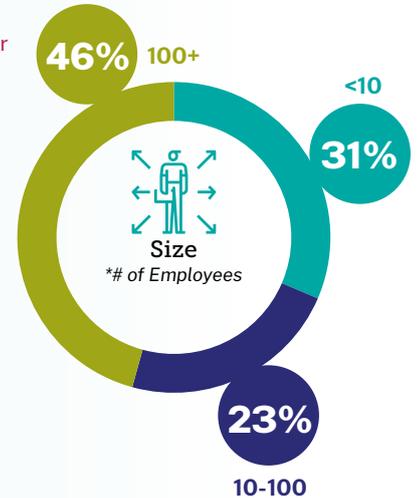
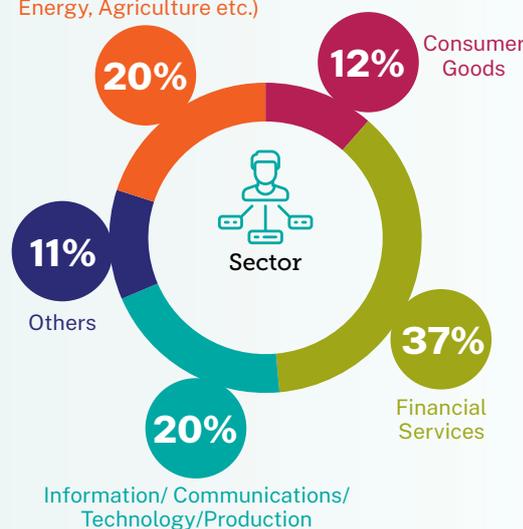
35 businesses operating in Mozambique responded, including small, medium and large companies from a variety of sectors, including financial services, agriculture, consumer goods and others.



Companies were assessed on:

- Company Overview and Gender Balance
- Internal Practices and Policies
- Customer Research and Targeting

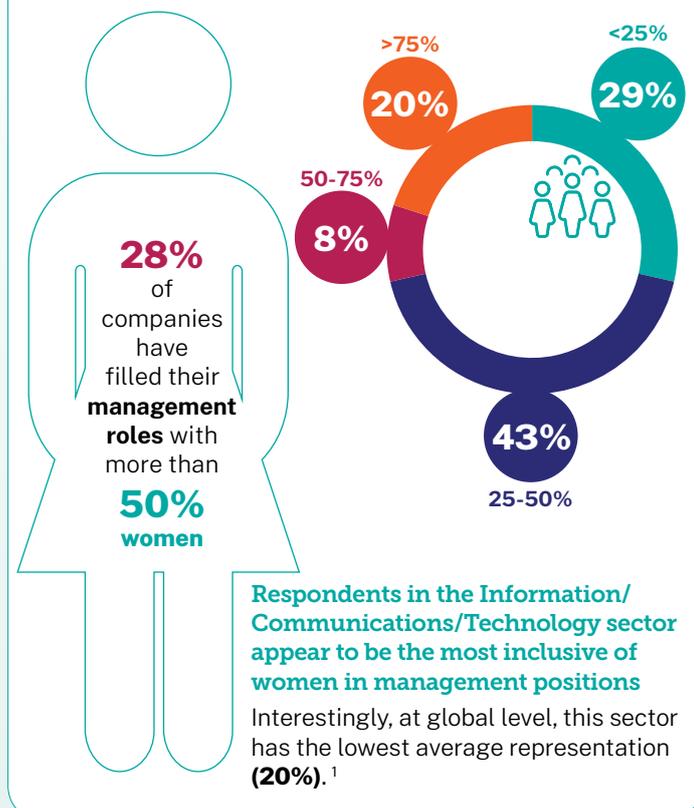
Industry (I.e Automobile, Energy, Agriculture etc.)



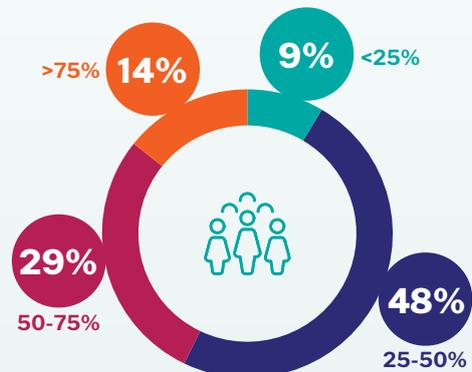
KEY FINDINGS

Company Overview and Gender Balance

Proportion of women in managerial positions



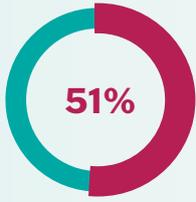
57% of companies have a workforce comprised of more men than women



58% of respondents in the Information/Communications/Technology/Production and **55%** in the Financial Services sectors reported higher proportions of women in their workforce (above 50%), while Industry and Consumer Goods reported the least.

Global data shows that men comprise 63% of the workforce overall.²

Internal Practices and Policies



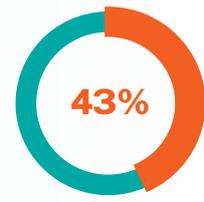
51% of respondents reported that their company does not have a clear gender policy

Those in the Industry sector (i.e. automobile, energy, agriculture etc.) were more likely to report that their company had a gender policy.



51% of respondents across sectors believe that the company they work for has gender-inclusive recruitment strategies

By using gender-inclusive recruitment strategies, companies ensure equal opportunities for women and men to apply for and fill a position, based on their competencies and not their gender.



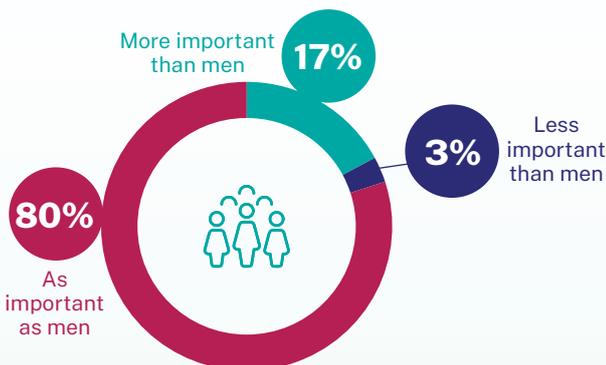
43% of companies reported employing gender or sexual harassment training

Globally, half of all companies and **60%** of financial companies did not publish an anti-sexual harassment policy in 2020.³

The most common benefits in the interviewed companies are **flexible working hours, parental leave and telecommuting**

Customer Research and Targeting

97% of respondents reported that women are an important market for their company



WIN has 3 tools to help companies become more gender inclusive:

- Gender Training Tool
- Gender Equality Policy Tool
- Gender Analysis Tool

Click [here](#) to read the longer report with links to the tools.

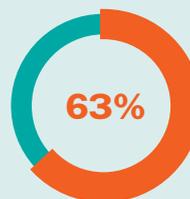
Get in touch with the WIN team on www.win-moz.org for more information on how to get more support.

The Women IN Business (WIN) program, implemented by TechnoServe and financed by the Embassy of Sweden, is a five-year program that focuses on the empowerment of women in Mozambique as a driver of inclusive economic development. WIN is working with partners to facilitate the creation of conditions for economic empowerment of women entrepreneurs, by removing or reducing barriers that they face.

About half of respondents reported that their company has a product or service specifically targeted towards women

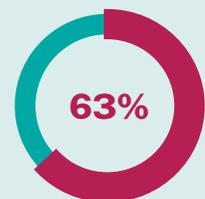


However...



63% of companies surveyed have not conducted, or do not know about conducting research on women as a target group

Conducting **gender-focused market research** is essential in understanding the needs of women, which represent a huge and growing customer base. Knowing whom to target and understanding profiles of women can present a competitive advantage.



63% of companies interviewed do not disaggregate their data by gender

Sex-disaggregation of data is crucial in understanding the profile of women and men customers so companies can better cater to their needs, and ultimately grow their customer base.

^{1,2,3} Equileap Gender Equality Global Report and Ranking