

Gender-Responsive Procurement (GRP) Training Programme: Promoting Gender Equality in Global Supply Chains

With support of the European Union's (EU) WeEmpowerAsia (WEA), UN Women in India is collaborating with the Confederation of Indian Industry (CII) to implement the Gender-Responsive Procurement (GRP) Training Programme to promote gender-responsive procurement policies and practices among private sector companies in India.

In India, WEA leveraged UN Women's Business Sector Advisory Council (BSAC), comprised of India's most influential corporate leaders committed to advancing women's economic empowerment. The work on gender-responsive procurement in India stemmed from:


- BSAC's recognition of the need to promote supplier diversity among corporates and the potential of gender-responsive procurement to address this need;
- Demand from WEPs signatory companies to improve their performance in terms of their marketplace interventions; and
- A need voiced by women entrepreneurs for their increased access to national and international markets.

WEConnect International will support the implementation of the GRP Training Programme. WEConnect International is the leading global nonprofit advancing Supplier Diversity & Inclusion (SD&I) and Gender-Inclusive Sourcing worldwide.

Implementation Period: June 2022 - July 2022

Target Audience:

Executive and management-level representatives and decision-makers from procurement teams from up to 15 medium- and large-sized companies (a mix of companies from WEPs Activator 1.0 and new companies committed to gender equality) that are members of CII.

 All companies are encouraged to join the WEPs Community throughout the programme implementation



Aims of the GRP Training Programme:



Enhance the GRP knowledge and understanding of participants to implement gender-responsive approaches and practices, specifically with gender-inclusive sourcing



Enable participants to complete a GRP Assessment (informed by UN Women's GRP Assessment Tool) to better understand their current progress related to GRP and develop GRP Action Plans



Promote enhancement of GRP practices in targeted companies through follow-up Action Plans



The GRP Programme Journey



Training Content:

Session 1 (2 hours) - Intro to GRP, the business case for GRP and the GRP Assessment Tool; Establish Corporate/Company SD&I Policy/Supplier Code

Session 2 (2 hours) - Diversifying Supplier Base; Source from women-owned businesses and other diverse supplier groups (LGBTQ+, MSMEs, people with disabilities, etc.) and related challenges and opportunities

Session 3 (2 hours) - GRP Action Planning - Assess current state, including a baseline, build a customized action plan, set targets

Session 4 (2 hours) - Success Measurement/Reporting; GRP Assessment Tool and Action Planning; Establishing Tracking, Reporting and Goal-Setting Mechanisms and Measurement and Impact Plan

Session 5 (2 hours) - Continuous Improvement - Tier 2 Programmes; Identifying Women-Owned Suppliers in the existing supply chain; Leveraging SD&I resources such as WEConnect International



What are the benefits for the training participants?

- Access world-class resources and GRP expertise
- Engage with peers and like-minded professionals
- Identify the GRP 'business case' and ways to scale business impact
- Access the UN Women's GRP Assessment Tool
- Develop tailored GRP Action Plans
- Meet guest speakers from WEConnect International's global member buyers with advanced GRP processes
- Receive supporting materials developed by WEConnect International as part of its thought leadership on GRP
- Take active steps to increase brand recognition, trust, and visibility through promoting GRP practices
- Get a GRP training certificate of completion (upon successful training completion)



Successful participation in the programme requires:

- Completion of a Baseline Assessment Survey
- Time commitment of in total 10-12 hours over 2 months to attend all networking and training sessions
- Dedication to completing company Action Plans
- Motivation to learn more and enhance GRP practices
- Intention to acquire executive commitment for the promotion of company-wide GRP practices
- Participation in the UN Women GRP Assessment
- Provision of insightful feedback in the endline survey



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