

Equality in Tourism Pledge

In order to bring about gender equality in tourism we are asking tourism and hospitality businesses to make the following pledge:



1. Gender Equality Policy

To put in place a company policy to mainstream gender equality throughout the organisation.

This policy will be an integral part of an overall diversity policy, developed with a dedicated budget and specialist staff and, if necessary, external support, to create action plans that include the following components:

2. Gender monitoring

Collection of sex disaggregated data on pay, performance, access to training and promotion to be made compulsory for management purposes.

3. Gender awareness training for staff and managers

Training to be provided on a continuous basis to ensure understanding of the policies and to enhance commitment and compliance. Such training should address unconscious gender bias and recognise the way this is compounded by the intersection of race, ethnicity, disability, religion, and sexual orientation.

4. Equal pay policy

A commitment to ending the gender pay gap and transparency around existing pay at all levels of the work force.

5. Access to workplace training opportunities

Training opportunities should be provided on an equal basis for all workers, regardless of sex, age, sexual orientation, religion, ethnicity, or disability.

6. Work/Life Balance

A commitment to enabling all staff to balance work and home life. This means considering strategies, such as flexible working arrangements, adequate maternity/paternity/carer leave, childcare support and favourable requirements for working unsociable hours.

7. Tackling sexual and other forms of harassment in the workplace

A culture of zero tolerance to harassment. Mechanisms established to enable staff to identify and report harassment without prejudice. To deal with such reports with sensitivity, appropriately and effectively, with due regard to national legislation, where it exists.

8. Adequate funding

Funding must be ensured to cover the cost of both the financial and human resources required to develop, implement, monitor and regularly update institutional gender-mainstreaming policies and practices.

9. Supply chains

Both formal and informal supply chain companies should be supported to implement the above essential components of an effective gender mainstreaming strategy.

10. Climate change/DRR

Climate change will bring increasing risks and disasters to challenge the tourism industry. All policies, plans and procedures for managing crisis and disasters need to be gender sensitive.