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Purpose & Impact *Now*

October 16, 2023

When Girls Rise, We All Win



Hey Reader!

It's time to support our #GirlHeroes! Starting on International Day of the Girl – October 11, 2023 – until October 2024, girls' rights and girls' leadership take center stage. Organizations everywhere are called to invest in this important cause all year round.

Read on to find out why this is so important, or head over to [my latest blog post with 12 action steps your business can take](#) to support young women leaders right away!

In this edition we'll also hone in on the meaning and importance of Human Rights Due Diligence. And as an inspiration for your new week, I'm sharing a pic of beautiful autumn arriving and a #CaptivatingQuote from a sensitive poet. Enjoy reading!

When girls rise, we all win

It's no secret that things are different for girls compared to boys. For instance, did you know that globally, nearly 1 in 5 girls are not completing lower-secondary and nearly 4 in 10 girls don't finish upper-secondary school today? And this is just one of many stunning statistics about gender gaps that persist in 2023.

Gender inequality is not only bad for girls: it stagnates social and economic progress in society. Fortunately, brave girls and young women across continents are spearheading movements to end gender inequality and abuse. As young leaders, they face prejudice, financial hardship and even fear for their lives and safety in many places. But they remain fiercely committed to their cause.

They don't just stand up for women's rights. These young leaders also speak out about economic empowerment, young people's inclusion in democracy and decision-making, an end to violent conflict and environmental degradation, and other global challenges that concern us all. So, let's celebrate these girl activists and support new girl leadership in our own workplace and communities! When girls rise, we all win.

For socially committed companies, the call to action to invest in girls' and young women's rights and leadership is a great opportunity to put their human rights commitment into action and contribute to diversity, equity and inclusion. It is also an excellent way to contribute to SDG 5: Gender equality and empowerment of girls and women. **Here are 12 things you can do to support young female leaders in and around your organization:**

[12 tips to support leaders](#)

#WordOfTheWeek - Human Rights Due Diligence

Human rights are everyone's rights. In a business context, they refer to the right to a living wage, security at work, freedom from slavery and child labor, equal opportunities for men and women, and non-discrimination, among many other fundamental rights and freedoms. Companies have a responsibility to avoid negative impacts on these rights.

Human rights due diligence is a way to do this. It includes four key steps: identifying and assessing actual and potential human rights impacts the business has caused or

is linked to (for instance, through its supply chain); taking action if human rights risks and impacts are found; tracking the effectiveness of its response; and communicating with stakeholders about how it addresses adverse human rights impact and with what result.

Why is this important? The groundbreaking UN Guiding Principles on Business and Human Rights (UNGP, 2011) were the first set of universally embraced guidelines on the responsibility of businesses to respect human rights and put in place solid human rights due diligence to prevent harm.

But we all know that human rights abuses by companies are still no exception. That's why more and more governments and regulators are introducing binding measures for businesses, beyond the voluntary UNGP. This includes the European Union. A new compulsory EU human rights (and environmental) due diligence directive will be approved soon, with consequences for companies around the globe.

At FairChange, we think it's positive that getting away with human rights abuses is made increasingly difficult for companies. But honestly, respecting human rights should not depend on rules and regulations. Caring for the rights and wellbeing of workers, suppliers, and communities is just the normal thing to do for any responsible business.

Is there any human rights due diligence or human rights assessment issue we can help you with?

[Drop me a message via the FairChange contact page and let's chat!](#)



#BreathOfNature - Autumn light

Changing topics from humans to nature – knowing that individual wellbeing and planetary wellbeing are closely related.

I took this picture on a recent morning run through the Marlot Parque near my home. Seasons are changing. While green leaves are still holding strong on trees, sun is already low and fall is creeping in...

Early autumn beauty, so awe-inspiring.

#CaptivatingQuote

*"If we surrendered
to earth's intelligence
we could rise up rooted, like trees."*

Rainer Maria Rilke (1875-1925), Austrian poet and novelist



Have a great week! See you soon.

All my best,

Katja Marianne Noordam
FairChange • Katmondo Media

About Purpose & Impact Now

This is a newsletter with updates, tips and resources about doing business with a higher purpose and leading with positive impact. Please reply with any questions or feedback. I personally respond to all emails. Delighted to build a better world together! // Katja

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