

## **Declaration of Support for Women’s Economic Empowerment [American Chamber of Commerce in Poland]**

We, the signatories:

**Recognizing** the contribution of women around the world and the importance of an equal and equitable environment for women to thrive as leaders, entrepreneurs, and innovators;

**Supporting** the United Nations 2030 Agenda on achieving gender equality and empower all women and girls, and the WTO “Joint Declaration on Trade and Women’s Economic Empowerment” (2017) that recognizes the contribution of inclusive trade policies to advancing gender equality, women’s economic empowerment and the subsequent positive impact on socio-economic growth;

**Acknowledging** that gender equality and diversity are fundamental prerequisites for achieving sustainable development and inclusive growth;

**Determined** to collaborate to advance gender equality and diversity in Poland;

DECLARE that in signing this Declaration, we support the first steps for a better future, one that is more inclusive, diverse, and fair by:

**Committing** to increase female representation in leadership positions;

**Investing** to increase and deepen programs that develop skills and opportunities among women;

**Promoting** leadership development opportunities for women and other under-represented groups through targeted initiatives such as sponsorship and mentor programs;

**Identifying** opportunities to reduce gender pay gaps and implementing gender diverse requirements for all open roles;

**Advocating** for enhanced cooperation with relevant stakeholders on the topic of gender equality and diversity, including with government agencies, the other private sector stakeholders (including associations representing women traders), to foster a harmonized and coordinated approach in implementing a gender equal and inclusive business environment throughout the whole trade process;

**Sharing** experiences and best practices regarding the implementation of gender equality and diversity;

**Supporting** work-life balance for all employees, offering flexible work arrangements whenever possible, to promote a healthy work environment for staff;

The undersigned AmCham Poland calls on all businesses in Poland to join efforts in implementing comprehensive and sustainable policies, procedures and activities to promote gender equality and diversity in line with the commitments above. They also call on Governments, the public sector and members of the international community to support efforts to advance gender equality and diversity.



Tony Housh  
Chairman of the Board of Directors  
American Chamber of Commerce in Poland

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