

# Private Sector Pioneers Driving Gender Equality in Trade with Women's Empowerment Principles in AfCFTA

## Session 2: WEP 2

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Gender Equality means better business

# Women's Empowerment Principles (WEPs)

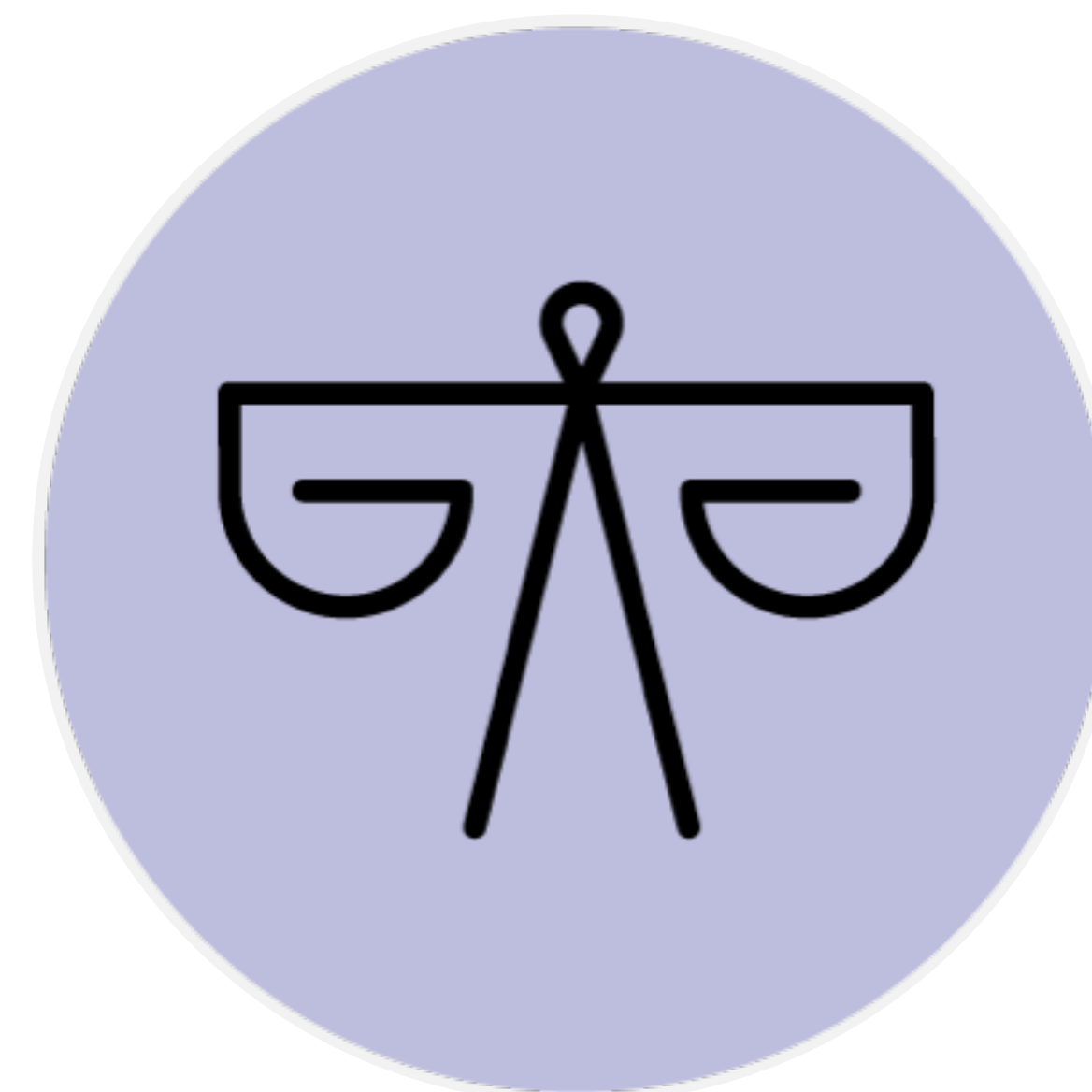
- A set of principles offering guidance on advancing gender equality and women's empowerment in the workplace, marketplace, and community.
- Roadmap for companies to follow to achieve the SDG 5
- UN Women offers resources and tools to support companies' WEPs implementation

<p><b>1</b>  <b>PRINCIPLE</b></p> <p><b>High-level corporate leadership</b></p>	<p><b>2</b>  <b>PRINCIPLE</b></p> <p><b>Treat all women and men fairly at work without discrimination</b></p>	<p><b>3</b>  <b>PRINCIPLE</b></p> <p><b>Employee health, well-being and safety</b></p>
<p><b>4</b>  <b>PRINCIPLE</b></p> <p><b>Education and training for career advancement</b></p>	<p><b>5</b>  <b>PRINCIPLE</b></p> <p><b>Enterprise development, supply chain and marketing practices</b></p>	<p><b>6</b>  <b>PRINCIPLE</b></p> <p><b>Community initiatives and advocacy</b></p>
<p><b>7</b>  <b>PRINCIPLE</b></p> <p><b>Measurement and reporting</b></p>	<hr/> <p><b>WOMEN'S EMPOWERMENT PRINCIPLES</b></p> 	

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## Principle 2

Treat all women and men fairly at work— respect and support human rights and nondiscrimination



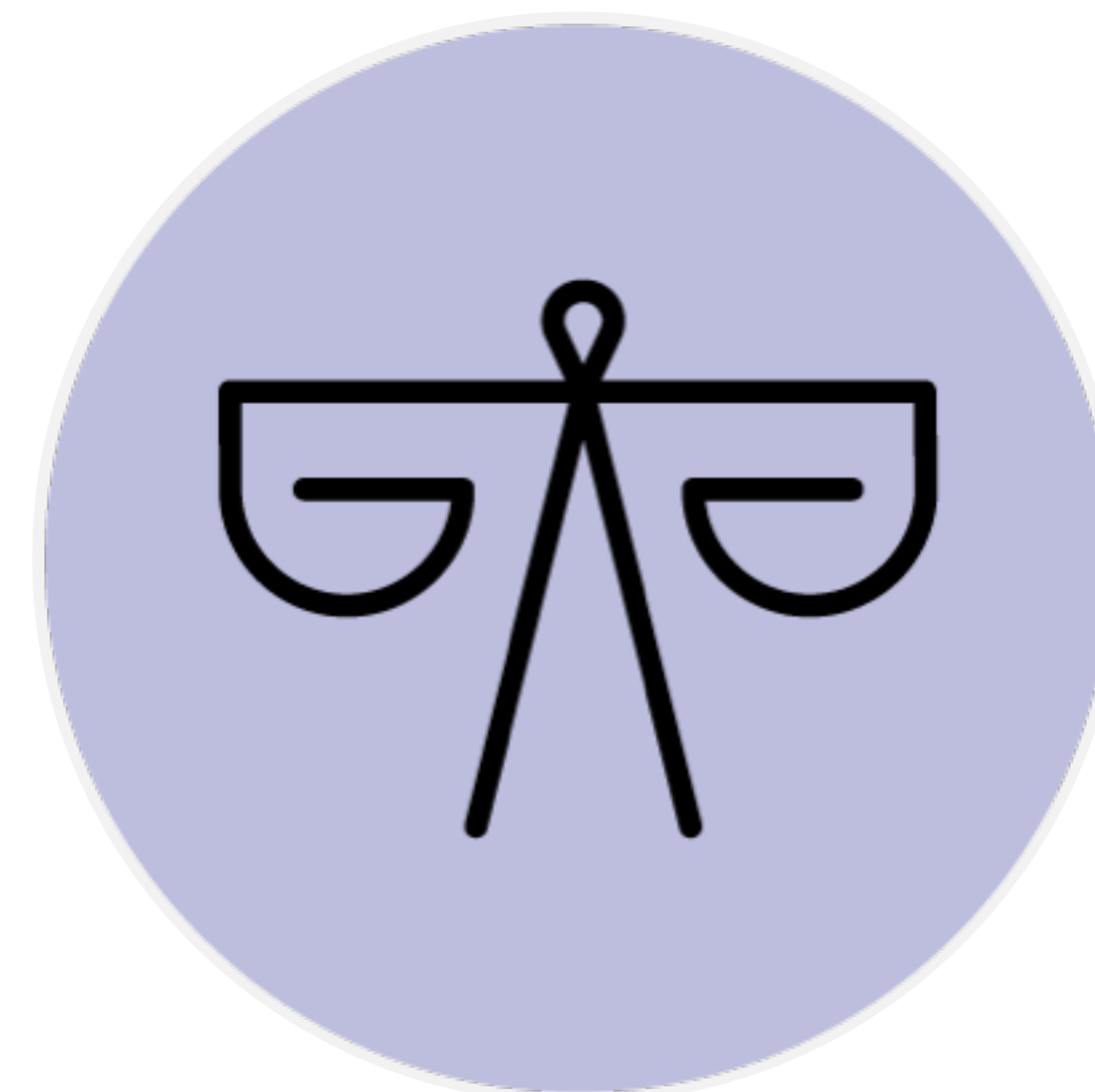
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# What does it mean?

- In a nutshell:

Foster an inclusive workplace culture  
and remove gender-based  
discrimination from all policies and  
practices

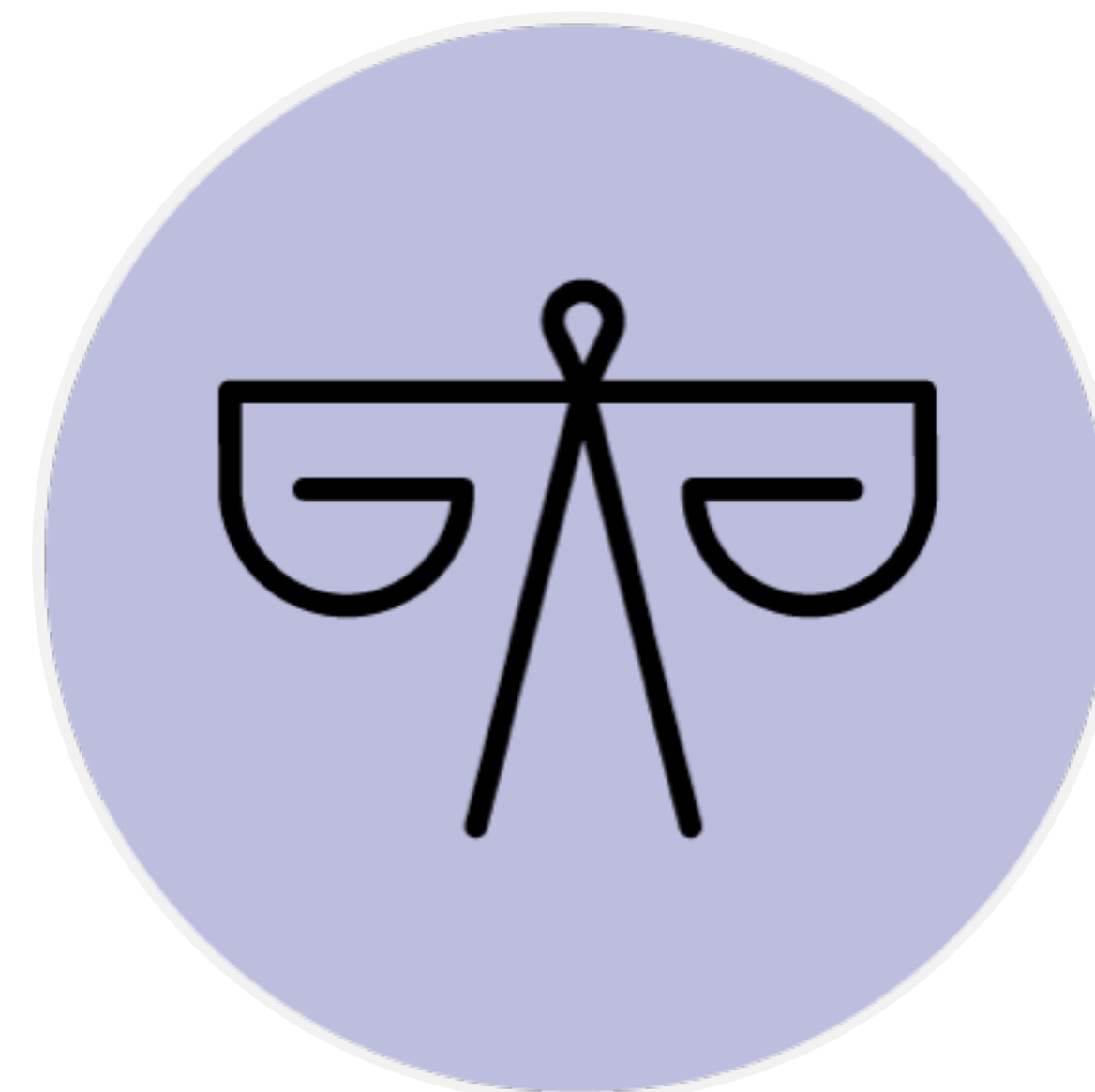
Respect human rights



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# How do you do it?

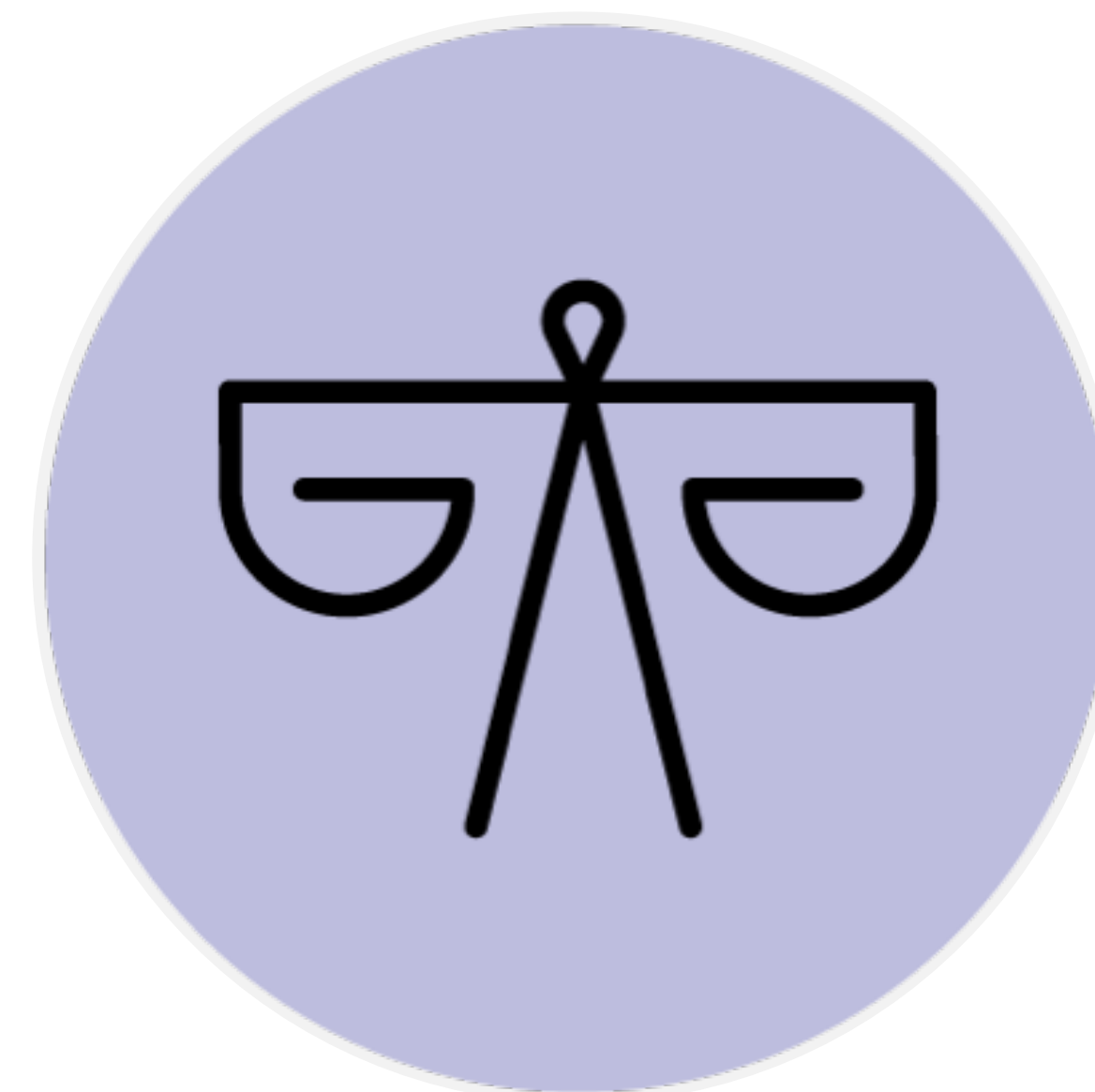
- Pay equal remuneration, including benefits and bonuses, for work of equal value and ensure at a minimum a living wage for all women and men employees.
- Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors.
- Offer flexible working arrangements, leave and re-entry opportunities to positions of equal pay and status.



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# How do you do it?

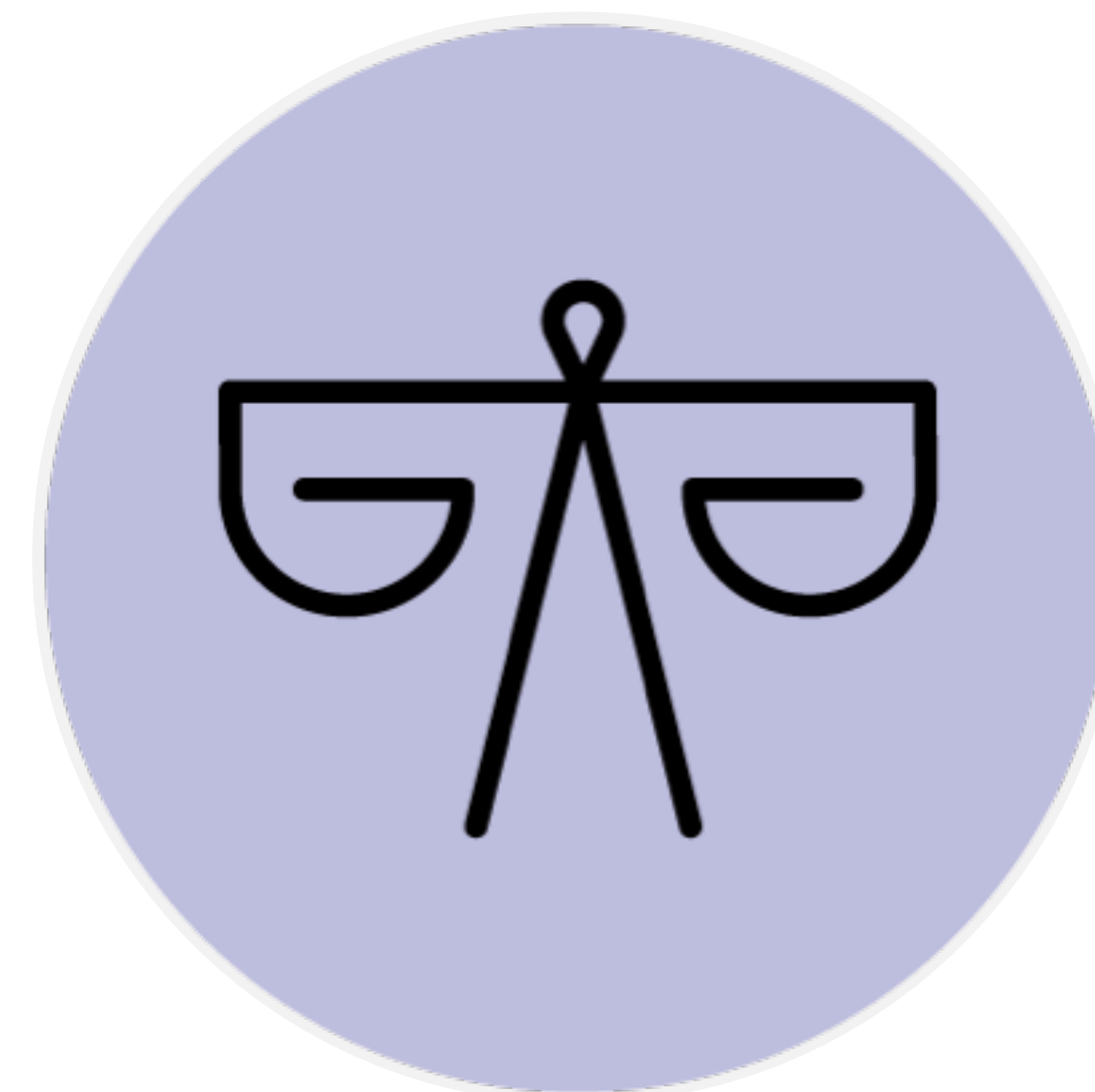
- Support women and men's access to child and dependent care through services, resources and information.
- Encourage men to take advantage of parental leave to level the playing field for women and men employees.
- Ensure equal opportunities for women from diverse backgrounds to lead on important assignments and task forces



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# Examples

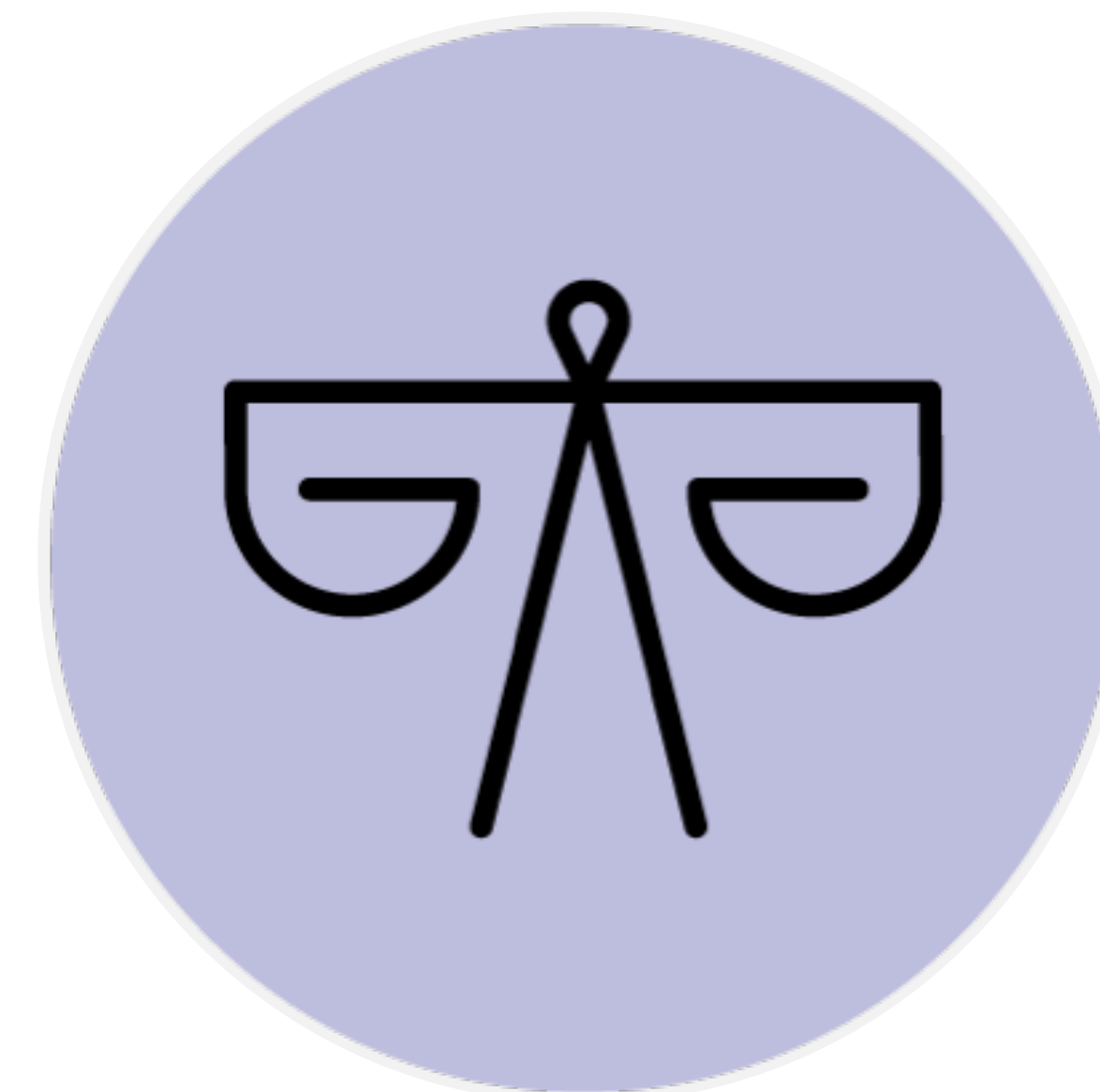
- An airline in South America on updating their recruitment process for pilots
- A Bank in Europe working on leveling the playing field for men and women



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# WEPs Resources

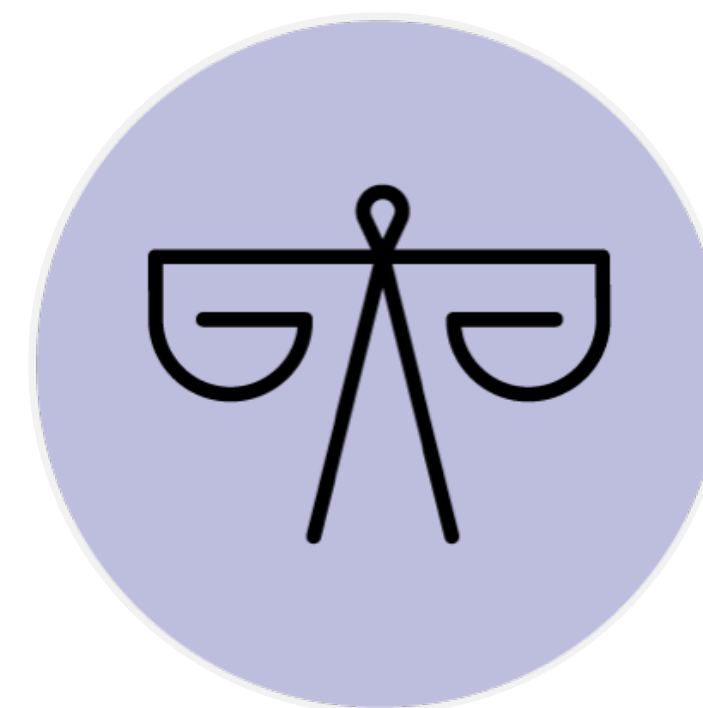
- [Checklist for Gender-Responsive Recruitment](#)
- [Building a Family-Friendly Workplace](#)
- [Promoting Non-Discrimination at the Workplace](#)
- [Removing all forms of discrimination in the world of work](#)
- [Creating an Equal Workplace in the STEM Industry](#)
- [Attracting and Retaining Talent through Inclusive Family friendly policies](#)
- [Levelling the Playing Field for Women in the Workplace](#)





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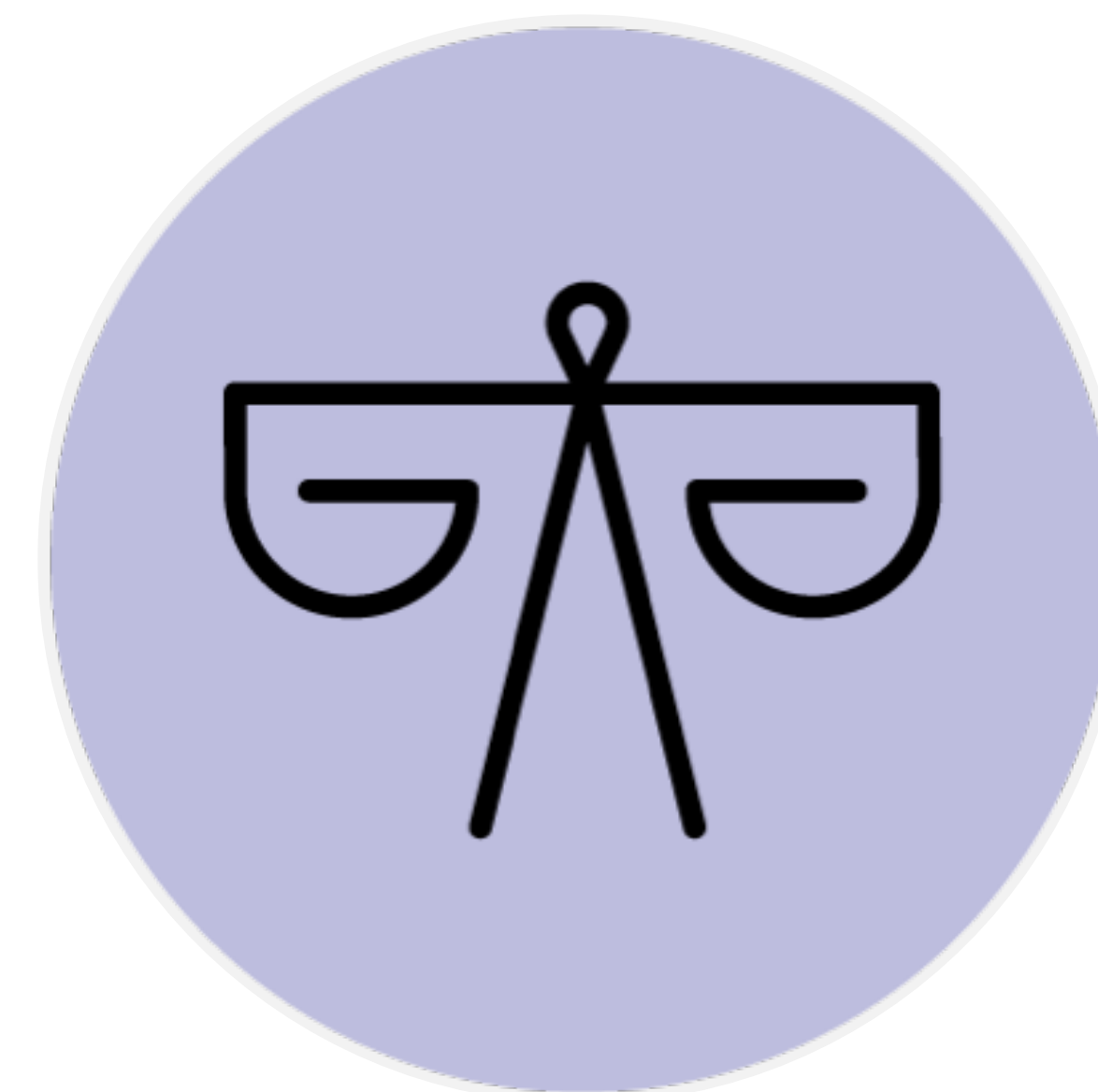
# Group Discussion



1. What are the example or illustration of discrimination relating to these topics?
2. What can be the possible consequences that these forms of discrimination can have on the victim in the workplace and in society in general?
3. What are your ideas to remove these discriminations from work?

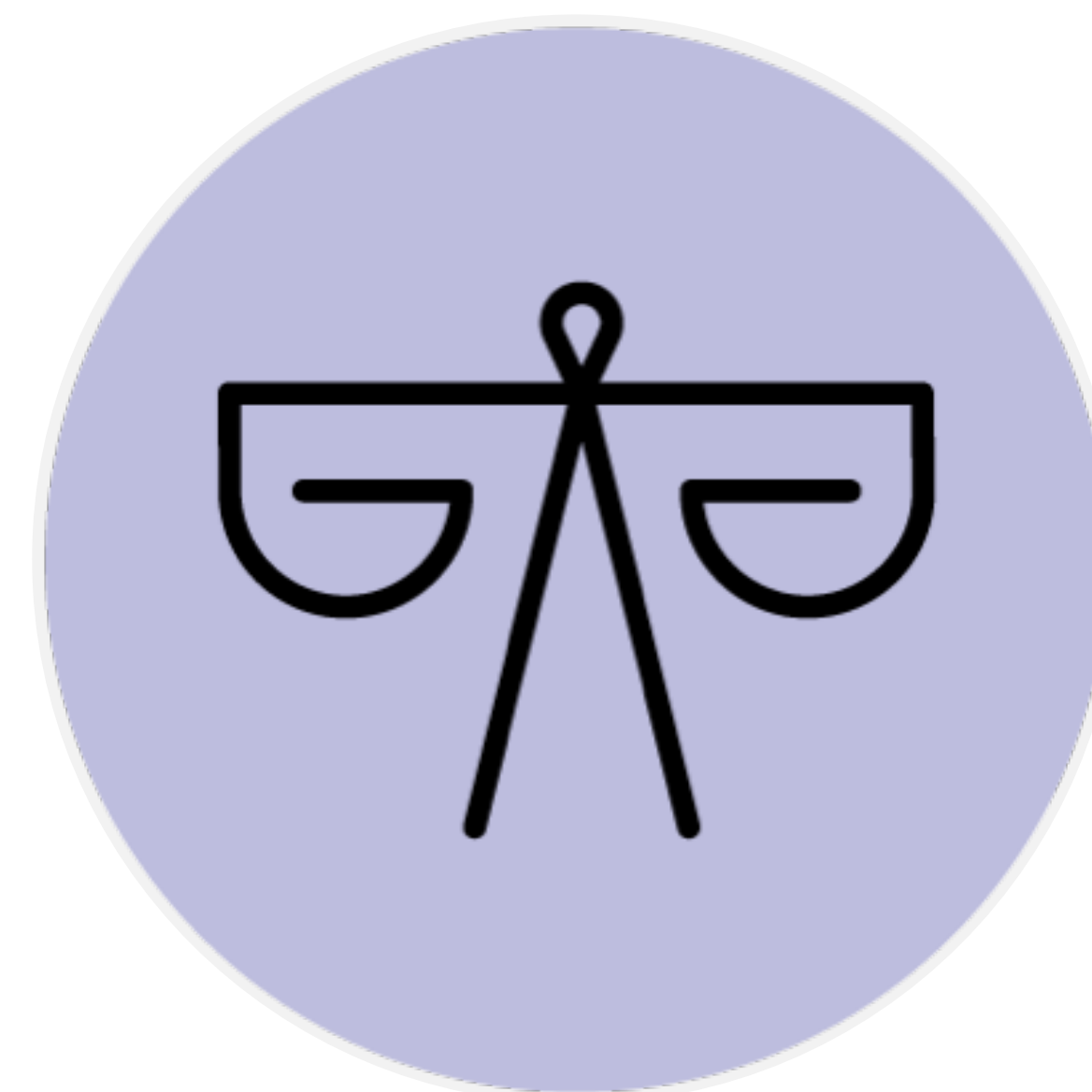
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# Group Discussion: Breakout Session



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# Group Discussion: Plenary Reporting



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# Thank you!

See you next time with Principle 2!

