

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

Session 7: WEP 7

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Gender Equality means better business

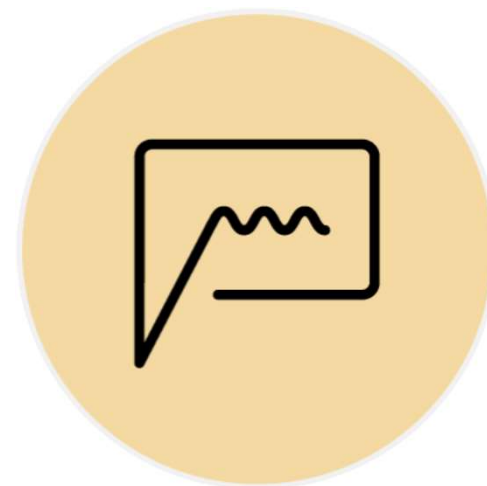
Women's Empowerment Principles (WEPs)

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

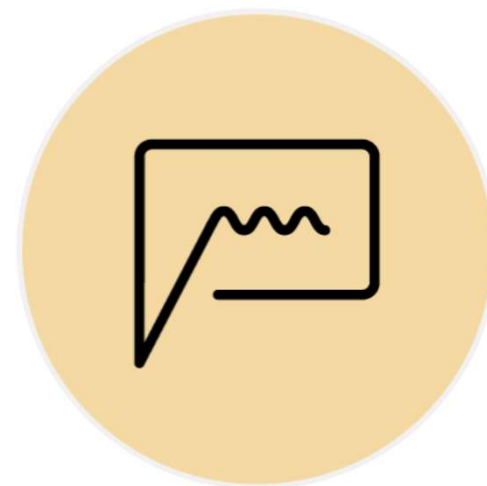
Poll question

Are you collecting data & reporting on your progress on gender equality?



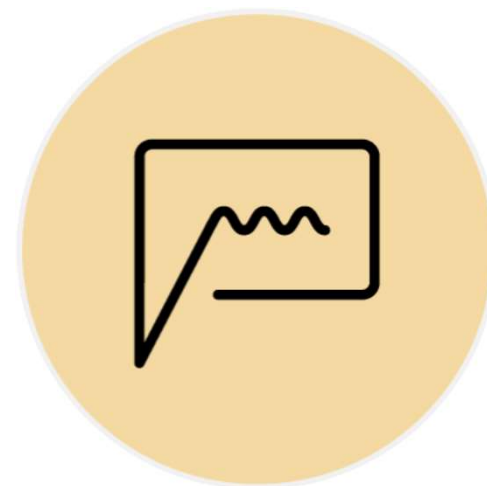
Poll question

If yes, what are you reporting on?
If no, why not?



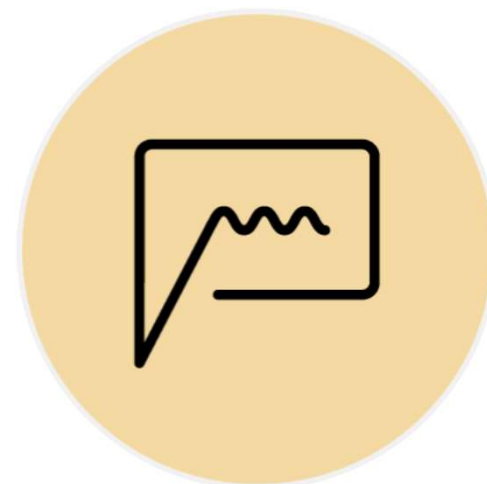
Principle 7

Measurement and
Reporting



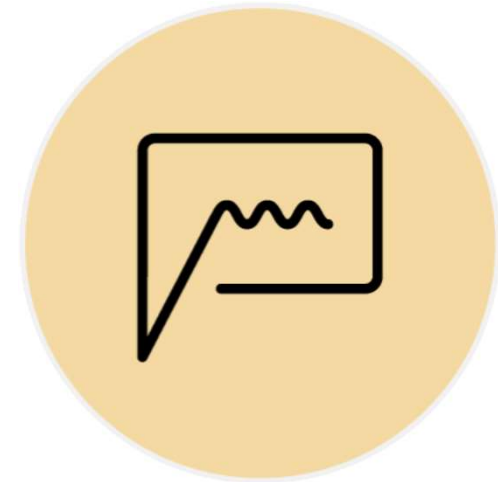
Suggested Actions

- Take the WEPs Gender Gap Analysis tool to establish a baseline for WEPs implementation
- Develop incentives and accountability mechanisms to accelerate WEPs implementation
- Collect, analyze and use gender statistics and gender-disaggregated data and benchmarks to measure and report results at all levels.



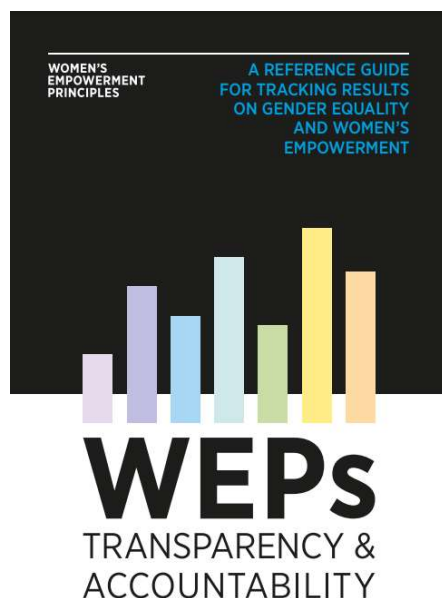
Suggested Actions

- Report annually on progress in implementation of Women's Empowerment Principles
- Share lessons learned and good practices in implementation of WEPs and publish them on the WEPs website.





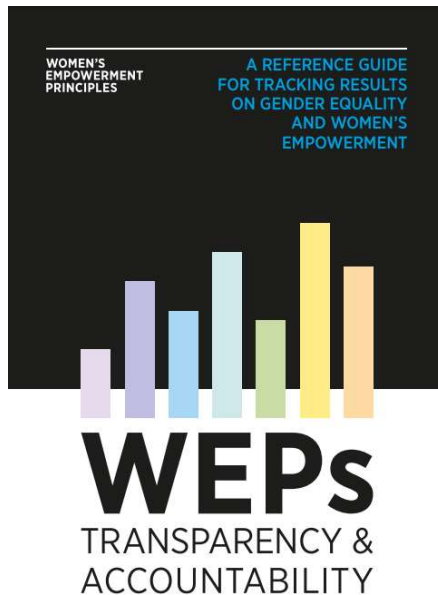
WEPs Resources- Transparency and Accountability Framework



- This is a reference guide for the WEPs Transparency and Accountability framework to assist WEPs signatories in tracking their results on gender equality and women's empowerment.



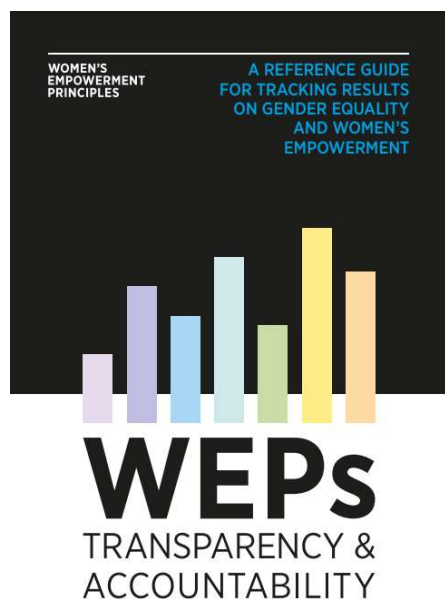
WEPs Resources- Transparency and Accountability Framework



- 1. BASELINE INDICATORS**
As companies join and sign the WEPs
- 2. ESSENTIAL INDICATORS**
For driving sustainable change towards gender equality
- 3. COMPLEMENTARY INDICATORS**
In key areas to tackle systemic barriers to gender equality
- 4. INPUT AND SUPPORT MEASURES INDICATORS**
To track policies, practices, measures foundational to achieving gender equality and women's empowerment
- 5. ADDITIONAL INDICATORS**



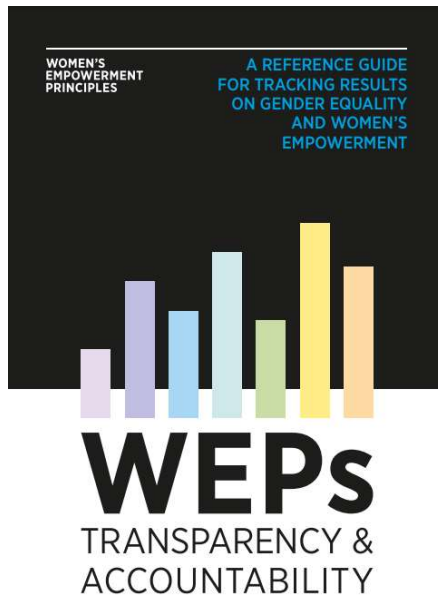
WEPs Resources- Transparency and Accountability Framework



1. Percent of women and men employees
2. Percent of women and men in senior management positions
3. Percent of women and men on boards
4. Ratio of women's salary to men's salary
5. Percentage of new hires – women and men
6. Percentage of promotions and career opportunities – women and men
7. Retention rate of women and men FTE employees who took parental leave.
8. Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidents of violence and harassment.



WEPs Resources- Transparency and Accountability Framework

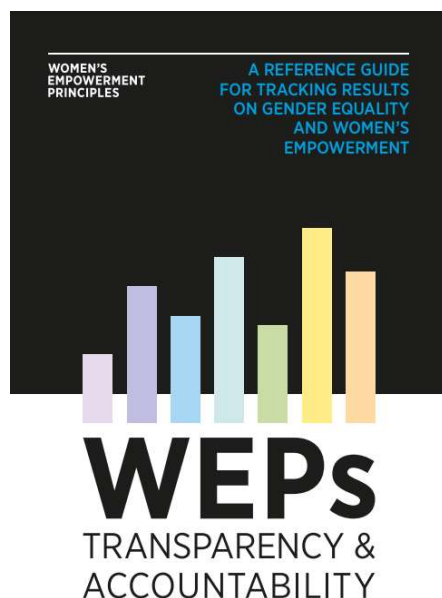


Indicators for marketplace examples:

- Percentage of procurement spend with women-owned businesses
- Percentage of procurement spend with companies with gender equality commitments
- Has a stand-alone responsible marketing policy or commitment embedded in a broader corporate policy that address the portrayal of gender stereotypes



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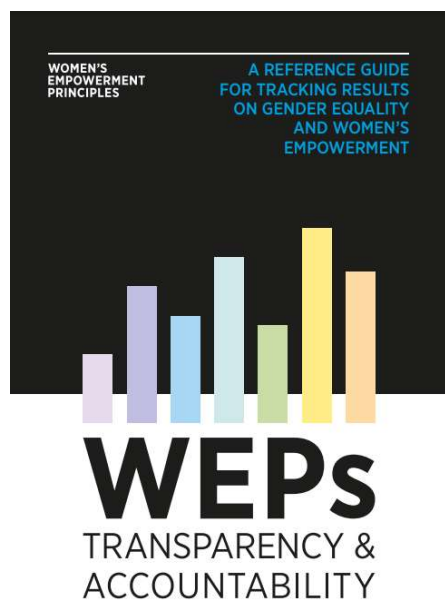


Indicators for community examples:

- Has a policy or commitment embedded in a wider corporate policy to integrate inclusive gender considerations into product design and delivery
- Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses embedding gender in corporate social responsibility activities, philanthropy, public advocacy, and partnerships.



WEPs Resources- Transparency and Accountability Framework



To learn how to report on www.weps.org/, please join the upcoming WEPs induction session.

- For WEPs signatories only





Group Discussion

1. What are your company's top 3 goals in terms of advancing gender equality and women's empowerment?
2. What are the targets for these 3 goals and how are you monitoring progress?
3. What are some challenges in measuring your company's progress on gender equality and women's empowerment?

Thank you!

