



# Women's Empowerment Principles (WEPs) – *Equality Means Business:* Overview and Updates

Global Compact Local Network Germany

8 March 2012



# Outline

- WEPs Vision, Objectives, Background
- Principles in Brief & CEO Statement of Support
- Gender Equality for Sustainable Business
- Looking Forward...Plans and Priorities 2012-2013



# Vision and Objectives

- ▶ **WEPs Vision:** *Transform corporate behaviour and practices and intentionally position gender equality and women's empowerment as essential core business objectives.*
- ▶ **WEPs Objective:** *Motivate and guide business to take wide ranging actions to empower women in the workplace, marketplace and community and to view such action as an integral and necessary part of corporate sustainability.*



# WEPs Background

- ▶ Joint, “50/50” partnership initiative of UN Women and the UN Global Compact Office\*.
- ▶ Elaborate the gender dimension of good corporate citizenship, the UN Global Compact, and business' role in sustainable development.
- ▶ Tool for strengthened engagement / partnership with business & the private sector by UN Women to advance its mandate and support priority areas of work.
- ▶ Launched on Intl Women’s Day 2010 following a year-long international, multi-stakeholder consultation process.

\*The Women’s Empowerment Principles, the product of a collaboration between UN Women and the UN Global Compact informed by an international multi-stakeholder consultation, are adapted from the Calvert Women's Principles®. The Calvert Women's Principles were originally developed in partnership with UNIFEM (now part of UN Women) and launched in 2004 as the first global corporate code of conduct focused exclusively on empowering, advancing and investing in women worldwide.



# Principles in Brief

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.



# CEO Statement of Support

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – *Equality Means Business...* We encourage business leaders to join us and use the Principles as guidance for actions that we can all take...to empower women and benefit our companies and societies...Please join us.



# CEO Statement of Support cont.

Statement has now been signed by chief executives of over 260 companies, including:

- ❖ Accenture
- ❖ Access Bank
- ❖ Alcatel-Lucent
- ❖ Calvert Group, Ltd.
- ❖ Carlson
- ❖ Deloitte Touche Tohmatsu
- ❖ The Dow Chemical Company
- ❖ Endesa S.A.
- ❖ Finnair plc
- ❖ Infosys Technologies Limited
- ❖ Levi Strauss & Co.
- ❖ Merck
- ❖ Microsoft Corporation
- ❖ PepsiCo
- ❖ Petrobras
- ❖ Sabancı Holding A.Ş
- ❖ Shiseido Co., Ltd.
- ❖ Sungjoo Group
- ❖ Total
- ❖ The Westpac Group
- ❖ Yves Saint Laurent

**To see the full Statement and Current List of Signatories:**

[http://unglobalcompact.org/docs/issues\\_doc/human\\_rights/WEPs\\_CEO\\_Statement\\_of\\_Support\\_Signatories.pdf](http://unglobalcompact.org/docs/issues_doc/human_rights/WEPs_CEO_Statement_of_Support_Signatories.pdf)

# Gender Equality for Sustainable Business

## 6 March 2012







# Priorities and Pathways 2012-2013

- WEPs event at the Corporate Sustainability Forum, June 2012, Rio
- Independent WEPs website to support implementation & knowledge exchange.
- WEPs Champions Programme
- Cracking the Ceiling, Raising the Floor
- Continue awareness raising/CEO Statement of Support outreach.
- Encourage, support and advise WEPs national/local level collaboration & partnership



# WEPs Team & Contacts

If you have any questions or concerns, please contact:

## **WEPs Team (HQ)\*:**

- Laraine Mills, Private Sector Specialist, UN Women ([laraine.mills@unwomen.org](mailto:laraine.mills@unwomen.org); +1.646.781.4467)
- Lauren Gula, Human Rights & Women's Empowerment Project Manager, UN Global Compact ([gulal@unglobalcompact.org](mailto:gulal@unglobalcompact.org); +1.212.963.1566)
- Joan Libby-Hawk, WEPs Special Adviser, UN Women & UNGC
- Ursula Wynhoven, General Counsel, UN Global Compact

General Inquiries: [womens-empowerment-principles@unglobalcompact.org](mailto:womens-empowerment-principles@unglobalcompact.org)



# Thank You!

- For information about the WEPs initiative, please see:  
[http://www.unglobalcompact.org/Issues/human\\_rights/equality\\_means\\_business.html](http://www.unglobalcompact.org/Issues/human_rights/equality_means_business.html).
- Current list of signatories to the CEO Statement of Support:  
[http://unglobalcompact.org/docs/issues\\_doc/human\\_rights/WEPs\\_CEO\\_Statement\\_of\\_Support\\_Signatories.pdf](http://unglobalcompact.org/docs/issues_doc/human_rights/WEPs_CEO_Statement_of_Support_Signatories.pdf)
- 2<sup>nd</sup> edition Women's Empowerment Principles booklet (English, Spanish, French, Portuguese, German, Japanese – additional languages available soon):  
<http://www.unwomen.org/publications/women-s-empowerment-principles-equality-means-business/>