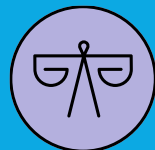


Transforming the Future of Business for Gender Equality

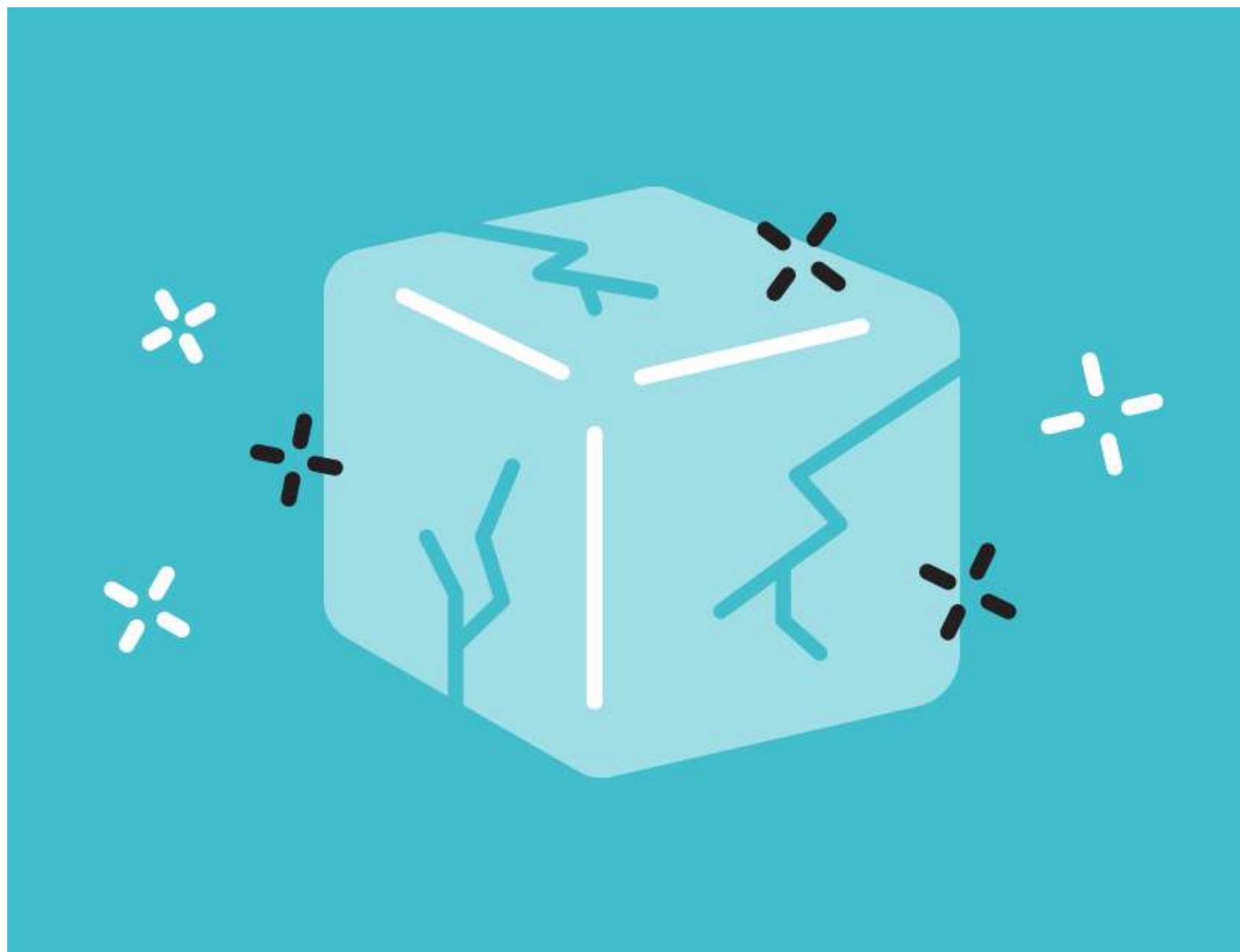
An Introduction to the Women's Empowerment Principles



**WOMEN'S
EMPOWERMENT
PRINCIPLES**



ICE BREAKER!



<https://mentimeter.com>

Code: 7716 4753



UN Women's Triple Mandate



Normative Support

Strengthen global norms and standards

Photo: UN Women



Coordination

Support others to drive and take action

Photo: UN Women



Operational Activities

Targeted operational support

Photo: UN Women



SDG 5: Achieve gender equality and empower all women and girls.

SDG 5 targets include ending all forms of discrimination and violence against women and girls, ensuring full participation in leadership and decision-making.

WOMEN'S ECONOMIC EMPOWERMENT

Women's economic empowerment: a transformative, collective process through which economic systems become just, equitable and prosperous, and all women enjoy their economic and social rights, exercise agency and power in ways that challenge inequalities and level the playing field, and gain equal rights and access to, ownership and control over resources, assets, income, time and their own lives.



WOMEN'S
ECONOMIC
EMPOWERMENT
STRATEGY



WHO?

Serving women in all their diversities and different settings

WOMEN
OUT OF THE
LABOUR MARKET



WOMEN
CARE WORKERS



WOMEN
VENDORS



WOMEN
WORKERS



WOMEN
OWNED BUSINESS
(MSMEs)



WOMEN
EMPLOYEES/
LEADERS



LNOB

C-SUITE

The private sector as a major partner

- Increasing role in supporting the achievement of SDGs
- Broadening its investment focus to include new and innovative financial instruments to achieve social and financial goals
- *Public and private resources such as financing to advance gender equality such as through: gender-responsive financing policies, strategies, instruments, and programming/interventions*



Photo: UN Women/2024 Philippines WEPs Awards

**WHERE DO WE
STAND?**

**WHY PRIORITIZE
GENDER EQUALITY?**



WOMEN FACE DISCRIMINATION THROUGHOUT THEIR CAREERS

Glass ceiling: an unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities

Motherhood and care giver penalty, gender bias, and harassment and sexual harassment are present throughout women's careers.

Recruitment and hiring

- Male-oriented language in job descriptions
- Biases against women in reproductive age
- Bias about capabilities and skills

Promotions and transfers

Training and career development

- Less access to training opportunities
- Women not seen as career driven

Benefits and payment

- Gender pay gap including bonuses and other benefits
- Gaps in paid leave

Separation

- Women are the first to be fired in a crisis.

Sticky floors: discriminatory employment pattern that keeps workers, mainly women, in the lower ranks of the job scale, with low mobility and invisible barriers to career advancement.

KEY CHALLENGES TO BRIDGING THE GENDER GAP IN BUSINESS


- Lack of leadership buy-in and commitment
- Lack of resources dedicated to initiatives
- Not translating commitments to strategies with clear timelines and KPIs
- Unconscious bias and lack of training across the organization (especially with people managers)
- Cultural contexts and entrenched gender norms, especially around household and economic roles for men and women
- Confusing or unclear policy and regulatory environment

GENDER EQUALITY: A TRIPLE WIN

Gender Equality cuts across all the Sustainable Development Goals: e.g. gender equality is an integral part of **education, sanitation, climate action.**



Gender equality drives economic growth and improve business performance.



USD12 trillion

Could be added to global economies by advancing women's equality.

[World Economic Forum, 2024](#)



5 GENDER EQUALITY

Achieve gender equality and empower all women and girls



Gender Equality is Good for Business



Better Performance

+60% talent attraction & retention

+59% creativity & openness

+38% insights into consumer demand

International Labour Organization, 2019



Stronger Sustainability

- Higher ESG rankings & investment appeal
- Increased green innovation & market leadership
- Lower regulatory risks & reputational damage

European Central Bank, 2022



Higher Profitability

- Companies that invest in gender equality and women's empowerment perform better

Numerous resources

THE WOMEN'S EMPOWERMENT PRINCIPLES: INTRODUCTION & BEST PRACTICES





What are the WEPS?

A set of Principles offering guidance on advancing gender equality and women's empowerment in the workplace, marketplace and community.

1 
PRINCIPLE

**High-level
corporate
leadership**

2 
PRINCIPLE

**Treat all women
and men fairly
at work without
discrimination**

3 
PRINCIPLE

**Employee health,
well-being and safety**

4 
PRINCIPLE

**Education and
training for career
advancement**

5 
PRINCIPLE

**Enterprise
development,
supply chain and
marketing practices**

6 
PRINCIPLE

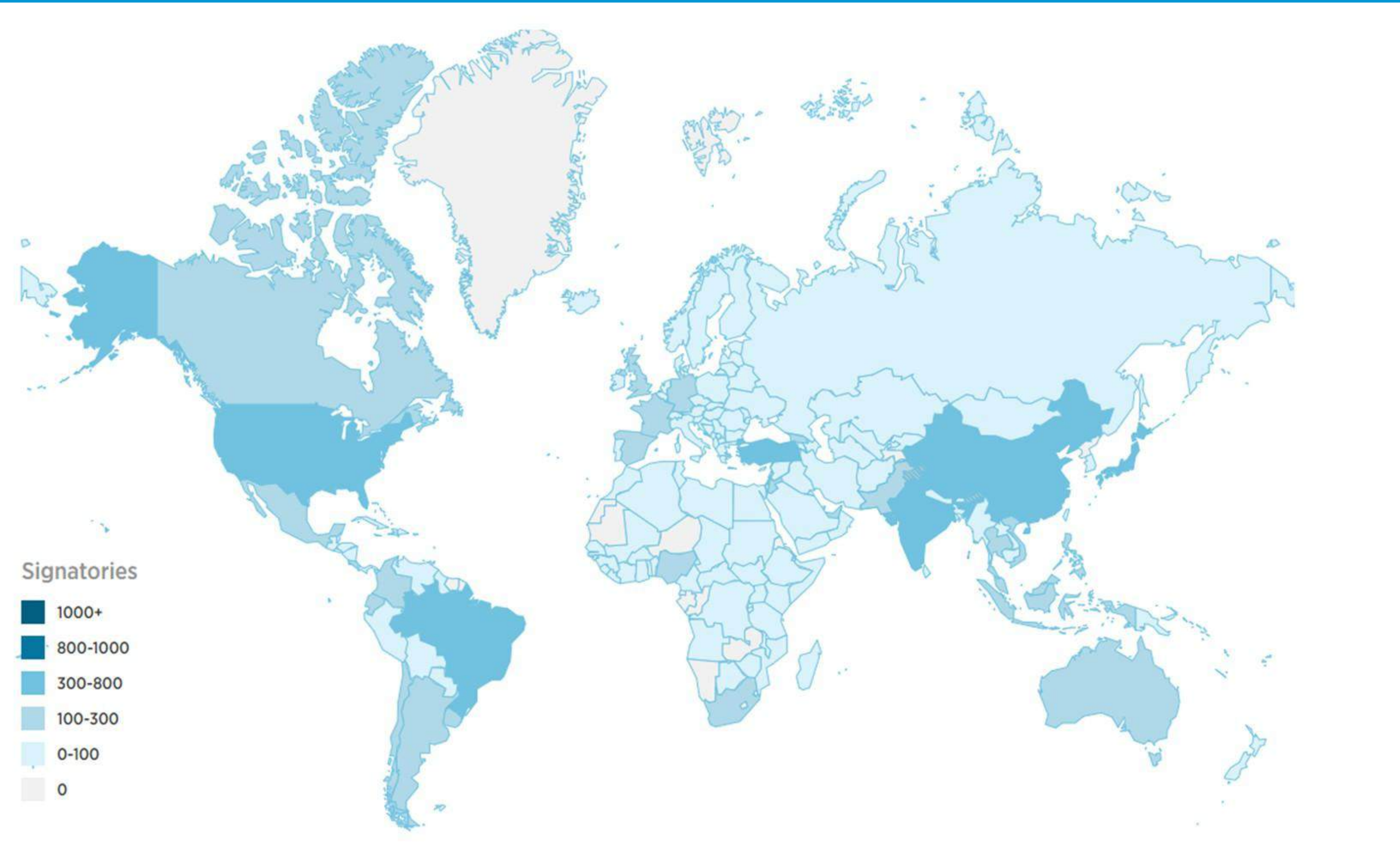
**Community
initiatives
and advocacy**

7 
PRINCIPLE

**Measurement
and reporting**

Global network of +11,000 signatories from 160+ countries


As of June 2025



EXAMPLES OF SIGNATORIES TO THE WEPS IN THE PHILIPPINES



1



PRINCIPLE

High-level corporate leadership

Principle 1

Corporate leadership is a key and integral part of making gender equality and women's empowerment a top strategic priority.

- High-level leadership for gender equality and human rights
- Stakeholder engagement
- Gender action plan w. goals and targets
- Gender-sensitive policies
- Diverse board tabling & actioning gender equality issues

2



PRINCIPLE

Treat all women and men fairly at work without discrimination

Principle 2

Translates to better talent acquisition, higher employee retention and satisfaction, increased productivity and better decision making.

- Non-discrimination policy
- Equal pay and benefits
- Gender-sensitive recruitment and promotion
- Women in leadership and decision-making roles
- Flexible work arrangements
- Child and dependent care programmes

3



PRINCIPLE

Employee health, well-being and safety

Principle 3

Employers play a key role in preserving and promoting the physical and emotional health, safety and wellbeing of their women and men employees.

- Safe working conditions
- Zero-tolerance policy towards violence and sexual harassment
- Equal access to health insurance and services
- Paid time off for medical care and counseling
- Training of security staff and managers

4 PRINCIPLE



Education and training for career advancement

Principle 4

Training for all employees about how the company is advancing gender equality aligns everyone around shared values and helps ensure compliance with company policies and practices.

- Equal access to education and training programmes & opportunities in nontraditional and revenue generating roles
- Networking and mentoring opportunities
- Conduct sexual harassment and unconscious bias training and awareness raising on the corporate gender equality policy and action plan

5



PRINCIPLE

Enterprise development, supply chain and marketing practices

Principle 5

Companies can play a key role in influencing the wider business ecosystem and business partners through inclusive supply chain policies and standards.

- Procure from women-owned/led enterprises & gender responsive companies
- Address credit and lending barriers
- Collaboration with business partners and peers
- Gender-responsive media and advertising
- Product, service, and facility design and delivery for women

6



PRINCIPLE

Community initiatives and advocacy

Principle 6

Companies invest in community development programmes to make valuable, effective and responsible contributions to gender equality and women's empowerment.

- CSR activities and support
- Lead by example in the community
- Work with community stakeholders
- Promote and recognize women's leadership in communities
- Philanthropy and grants to support gender equality and women's empowerment

7



PRINCIPLE

Measurement and reporting

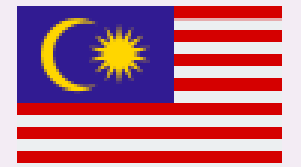
Principle 7

Transparency and accountability are required for companies to uphold their commitments to gender equality in the workplace, marketplace and community.

- Transparent tracking of gender equality plans and policies
- Gender equality targets & benchmarks
- Report on progress and impact
- Report annually on progress in the implementation of the WEPs

Did you know that you can report on your progress on www.weps.org?

PRINCIPLE 1 IN ACTION: PWC MALAYSIA



2024 Asia-Pacific WEPs Awards

1st runner-up in Gender-Inclusive Workplace Category

52%

Of new experienced hires are women

58%

Partner admission for women

21+

Women integrated post-career break since 2015

*Results FY23



20+ years of **flexible work policies.**



Diversity KPIs embedded in leadership performance reviews.



Network DEI Council ensuring gender equity transparency.



Career come back programme



Employee resource groups: Focus on women, parents, and caregivers of persons with disabilities.

PRINCIPLE 2 IN ACTION: SEED VENTURES, PAKISTAN (2024 Regional WEPs Awardee)



+15%

overall employee productivity

95%

female employee satisfaction

90%

female retention rate



Industry Recognition: Other companies in Pakistan adopted similar policies based on SEED's success

2024 Asia-Pacific WEPs Awards: 2nd runner-up in Leadership Commitment



Flexible & remote work to allow pregnant women and mothers to balance work and family



Industry-wide advocacy: driving policy changes in banking & corporate sectors.

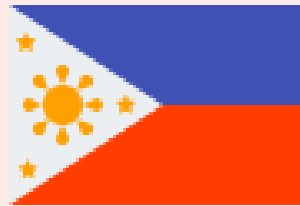


On-Site childcare & nursing areas. Parental inclusion: allowing bring newborns & nannies to work



Menstrual leave

PRINCIPLE 3 IN ACTION: SCHNEIDER ELECTRIC PHILIPPINES



ZERO-TOLERANCE POLICY AGAINST HARASSMENT & VIOLENCE

Trust Charter: Strict compliance with laws & company policies.



CONFIDENTIAL REPORTING & SUPPORT

Trust Line: Anonymous platform for reporting violations, open to employees and the public.

Support for domestic violence survivors, protection from retaliation.



EDUCATION & TRAINING

Annual anti-harassment training for all staff levels

Quarterly Townhall sessions & 3-month check-ins for new joiners

RESULT <3 YEARS

45%

Increase in female workforce in a male-dominated industry



2024 Asia-Pacific WEPs Awards

1st runner up in Leadership Commitment

PRINCIPLE 4 IN ACTION: HANSOLL TEXTILE, SOUTH KOREA



W.I.S.E. (Women Inspired, Supported, Empowered) Programme

Launched in **2022 across 12 factories** in Vietnam, Cambodia, Indonesia, Nicaragua, and Guatemala

Partnered with banks, hospitals, and legal organizations to deliver expert training for female garment workers.



2024 Asia-Pacific WEPs Awards Winner
in Gender-Inclusive Workplace category.

Engaged workforce:

Women reported increased confidence in financial & personal decision-making.

Cultural Shift:

Women shared experiences of redefining gender roles at home and taking more control over their financial futures.

5,518+

Female workers trained
(50% of 2025 target)

29%

Consistently using savings
accounts for financial
stability



HEALTH AWARENESS

Increasing knowledge of women's health & disease prevention.



FINANCIAL LITERACY

Teaching workers to open savings accounts & use mobile banking.



VIOLENCE PREVENTION

Raising awareness of domestic & sexual violence.

PRINCIPLE 5 IN ACTION: UNILIVER THAILAND



Challenge

For decades, Thai schools have used forced haircuts as punishment.

8 in 10 secondary school students and **7 in 10 young** women say it negatively impacts their self-confidence.



#LetHerGrow Campaign by Dove

to end forced haircuts and build young women self-esteem



Integrated strategy

Rich storytelling, press conferences, forums, influencer engagement (7.35M total followers).

10



Multistakeholder Engagement

Thai Ministry of Education, Girl Guides Association, education reform leaders, and mental health experts.



Sustainability

3-year Growth Fund to scale the project in schools nationwide.

Results

In 2023, the Ministry of Education lifted unfair rules on haircuts.

Dove's brand power reached its highest in 5 years

+15%

Brand meaningfulness

+8.5%

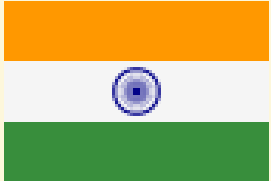
Brand salience in Thailand



2022 Asia-Pacific WEPs Awards

Winner Gender-Responsive Marketplace

PRINCIPLE 6 IN ACTION: ZOMATO, INDIA



Partnerships

- Community trust-building through **NGO partnerships** to onboard women from marginalized backgrounds.



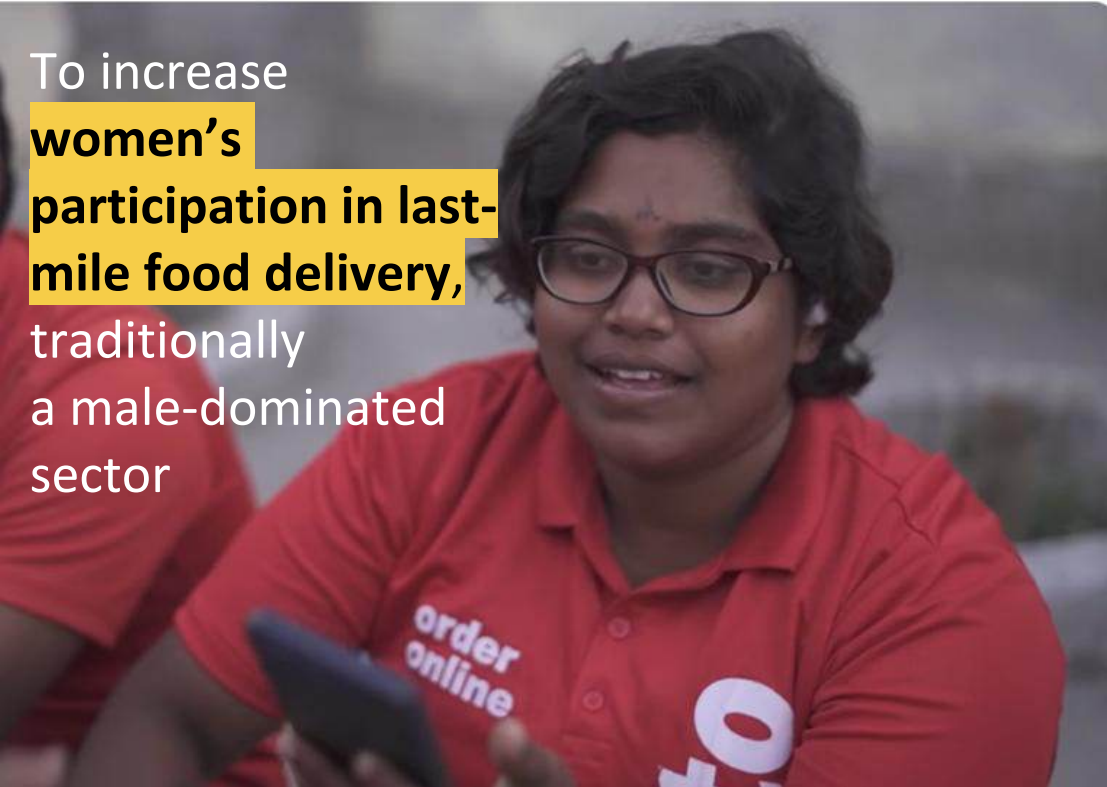
Safety & Well-Being

- **24/7 support with 650+ fleet coaches** & an SOS feature.
- **Health insurance** & income cover for menstrual leave.
- Any distance **delivery flexibility**.



Training & Onboarding

- **Driving lessons** & vehicle allocation
- **Digital literacy training**



2.500+
Active women delivery partners **across 100 cities in 2024**

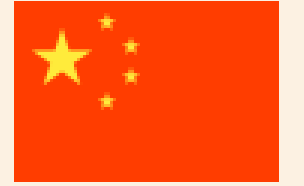
18.900+
Orders fulfilled in March 2024 alone



2024 Asia-Pacific WEPs Awards Winner

PROJECT ARAYA

PRINCIPLE 7 IN ACTION: SHUI ON LAND, CHINA



GENDER EQUALITY STRATEGY

Set 2030 targets to maintain gender pay equity (3000+ employees)
Linking executive compensation to diversity and inclusion KPIs.

Published 2024 Sustainability Report :

36%
Women on board (10% rise since 2021)

74%
Female retention after maternity leave (13% rise since 2021)

48%
Female workforce (1% rise since 2021)

19%
Female turnover rate (~1% decrease since 2021)



Listed in **Bloomberg Gender Equality Index** for 2 consecutive years since 2022

2024 Asia-Pacific WEPs Awards
1st runner-up in T&R

44%
Of new hires – women (1% rise since 2023)

~1:1
Close to gender pay equity

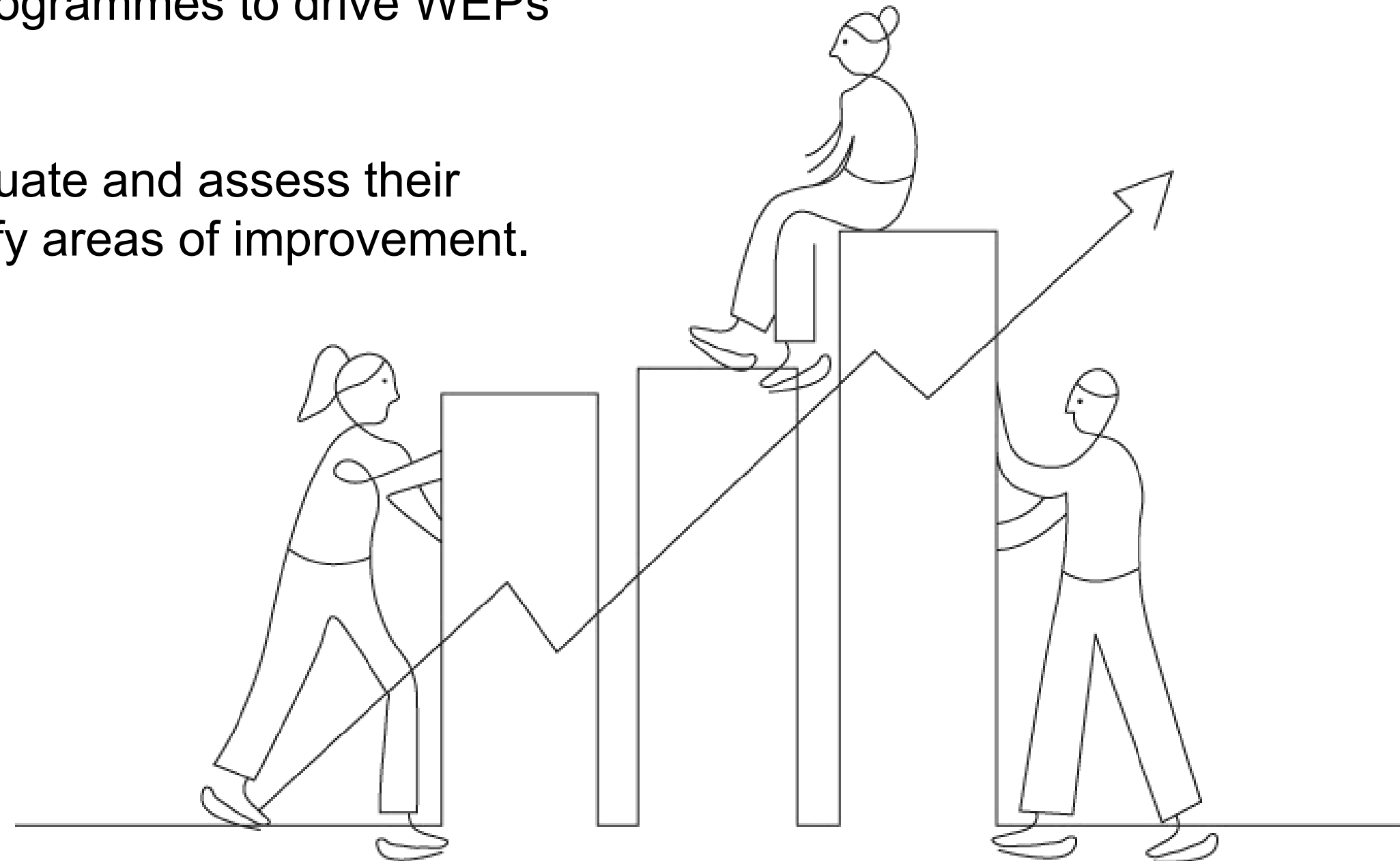
51.4%
Women in management (~2% rise since 2023)

1:1.07
Female to male departure ratio (1:1.44 in 2023)

Why should companies join the WEPs community?

- By adopting the WEPs, the companies are investing in their commitment to gender equality, their business, and their people
- They join a global network of companies with similar values and gain access to the tool, resources and learning programmes to drive WEPs implementation in their companies.
- The seven principles help companies to evaluate and assess their practices, projects and policies; and to identify areas of improvement.

According to our report in 2021, WEPs signatories generally perform better on gender equality than non-WEPs signatories



Very important! Who can become a WEPs signatory?

Eligibility criteria



Legally registered company



Industry Associations & Chambers of Commerce

- **For-profit** company of any size and any sector
- **Non-profit companies (social enterprise)** are eligible
- Privately owned, publicly listed or state-owned
- **Cooperatives (regardless of the legal status)**



NGOs, charity, government, academia

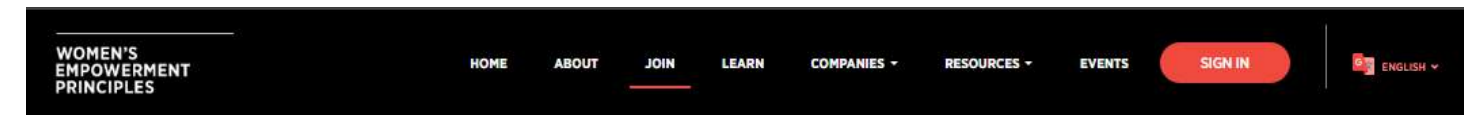
- **Non-profit organizations** or **not registered company** cannot sign WEPs
- Civil society, international organizations, academia and governments can join our efforts as **allies of WEPs**

How to join?

1. Go to www.weps.org/join
2. Fill out the Form
3. Submit the Form

Keep in mind:

- CEO Statement of support needs to be signed with date by the CEO or the person with highest decision-making authority in your company
- CEO quote : Try to answer- "how will you contribute to gender equality?"
- CEO photo : Professional headshot, no logo picture



Join the WEPs

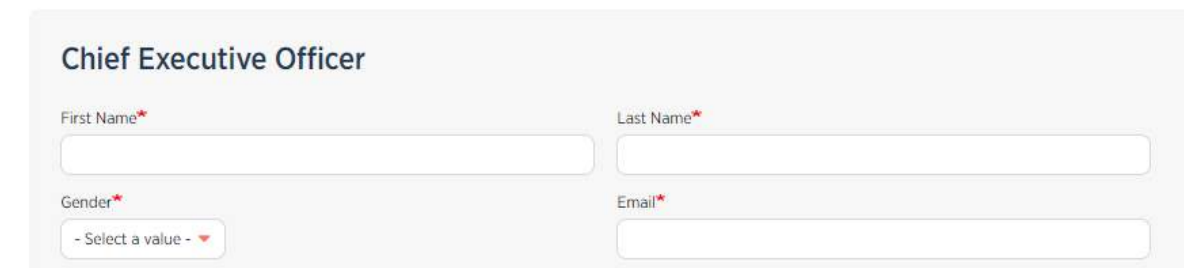
All businesses stand to benefit from gender equality and women's empowerment. The WEPs platform offers the private sector a global network of like-minded companies and guidance on advancing gender equality and women's empowerment in the workplace, marketplace and community. Support for the seven Principles has gathered global momentum – thousands of companies worldwide are now WEPs champions – and therewith also contribute to the Sustainable Development Goals.

Joining the WEPs network is straightforward: [Download the CEO Statement of Support](#) have it signed by your company's CEO, and submit it with your application below.

Please consult the [How to Complete the Application](#) ([English](#), [French](#), [Japanese](#)) guidelines and follow the instructions for an easy and faster process.

You may also wish to consult our [Frequently Asked Questions](#) ([English](#), [French](#), [Japanese](#)).

To learn about the WEPs Journey, you may consult the [WEPs Brochure](#) (available in English, Portuguese and Spanish).

A screenshot of a registration form titled 'Chief Executive Officer'. It contains four input fields: 'First Name*', 'Last Name*', 'Gender*' (a dropdown menu showing '- Select a value -'), and 'Email*'. Each field has a red asterisk indicating it is a required field.

POLL



<https://mentimeter.com>

Code: 7716 4753



WEPs Journey



Thematic Guides

Leaders Insights

Ally Insight

Action in Crisis

Public Policies

Transparency and
accountability

All about WEPs

FAQ | How-to's

Signatories in Action

Templates

Multimedia

WEPs Learn

WEPs TOOLKIT

Your tools for advancing gender equality
in the workplace, marketplace &
community



WEPs resources

Over 200 + resources are available to public at www.weps.org

WOMEN'S EMPOWERMENT PRINCIPLES POLICY TEMPLATE

FLEXIBLE WORK

This Flexible Work Policy Template aims to assist signatories of the Women's Empowerment Principles to establish a clear and balanced system for employees working from home and working remotely. The text can be used as is or customized according to your company's requirements. Flexibility refers to a work structure which deviates from the traditional eight-hour office workday. This is not just about allowing flexible hours; flexibility encompasses many different working arrangements, where and how someone works. It is ultimately about integrating effective working which leverage employees' physiological and psychological energy to deliver better performance and quality work output while also supporting the balance of private and professional lives.

OUR COMMITMENT

The Company is committed to ensuring that we provide a positive working environment for all of our employees and a culture that enables everyone to reach their potential. We believe that giving our employees control in how they manage the whole-life balance between home and work life is a key component in achieving higher levels of engagement and performance as well as supporting your wellbeing. Enabling our people to work in a more agile way, for example from home or from another location, is key to successfully managing that balance and the Company vision is to make agile work available for everyone.

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

CALL TO ACTION

Gender Equality in the Renewable Energy Industry

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

WEPs

TRANSPARENCY & ACCOUNTABILITY

Gender Equality Action Tools

**WEPs
Gender Gap
Analysis tool**

Gaps ->
Action plan

**Gender
Action Plan
Module**

Inclusive
Process

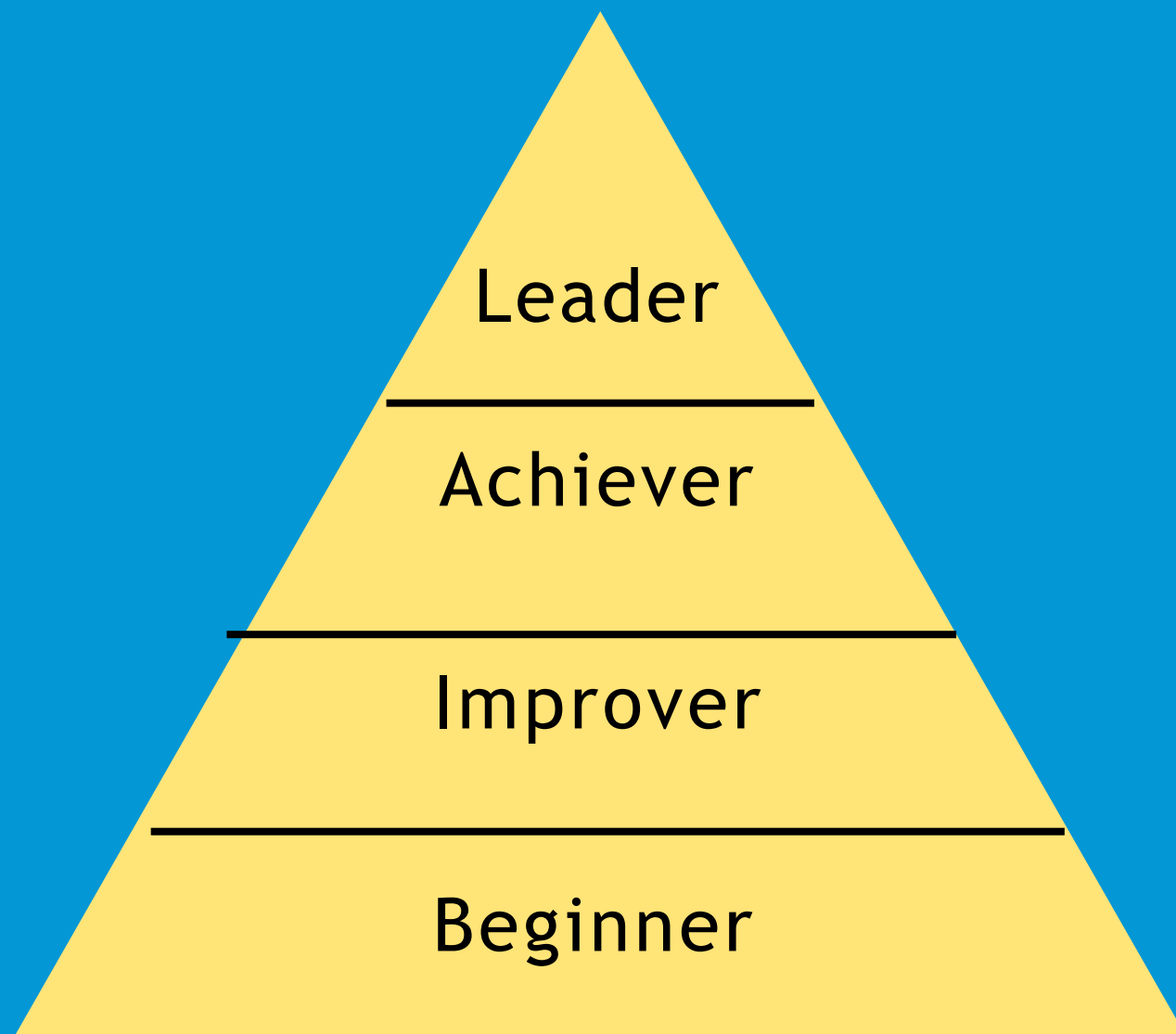
WEPs Toolkit

Thematic
guides,
templates to
support WEPs
implementation

Advance
gender
equality and
women's
empowerment
in the
workplace,
marketplace
and
community

WEPs

Gender Gap Analysis Tool



18 Multiple choice questions to measure commitment, implementation, measurement and transparency on topics related to workplace, marketplace and community

Identify gaps and opportunities for continuous improvement.

Set concrete goals and targets, and measure progress over time.

WEPs Gender Action Plan Module



Creating a Gender Action Plan – Activating Your Gender Equality Commitment

This module is a self-guided map on how to develop a successful organization-wide gender action plan that advances gender equality and women's empowerment within the workplace, marketplace and community.

The gender action plan is expected to drive positive outcomes for business and society.

WEPs Gender Responsive Procurement Assessment Tool



This tool allows companies to assess current progress on their policies and practices on gender-responsive procurement

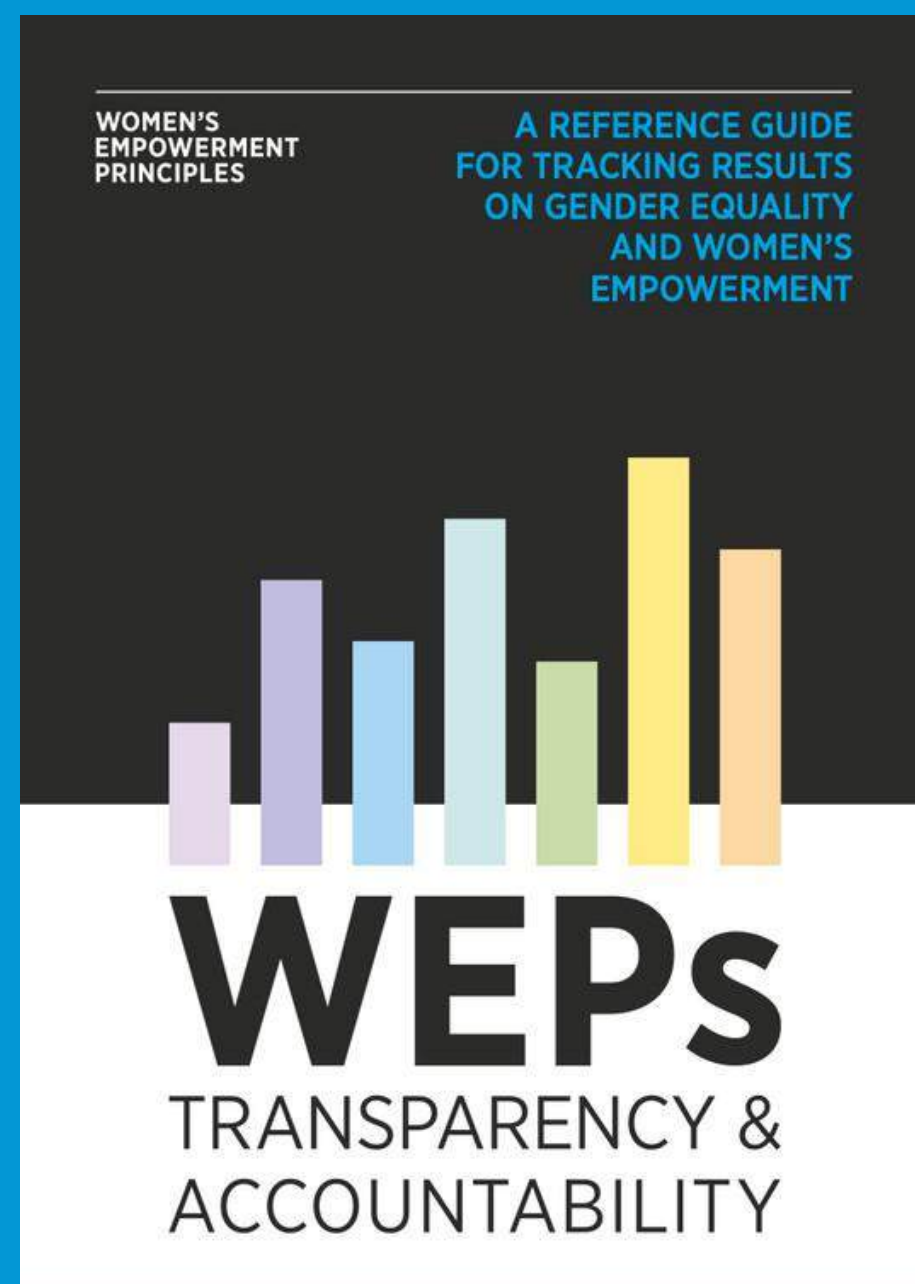
It can be used by any business seeking to assess the gender responsiveness of its procurement mechanisms and supply chain

It is consisted of 31 questions.

It can be used as a stand-alone tool

ONLY AVAILABLE FOR
WEPs SIGNATORIES

Transparency and Accountability Framework



The WEPS Transparency and Accountability Framework aims to provide companies with a holistic set of indicators that are most likely to advance gender equality across corporate value chains aligned with existing corporate gender equality frameworks

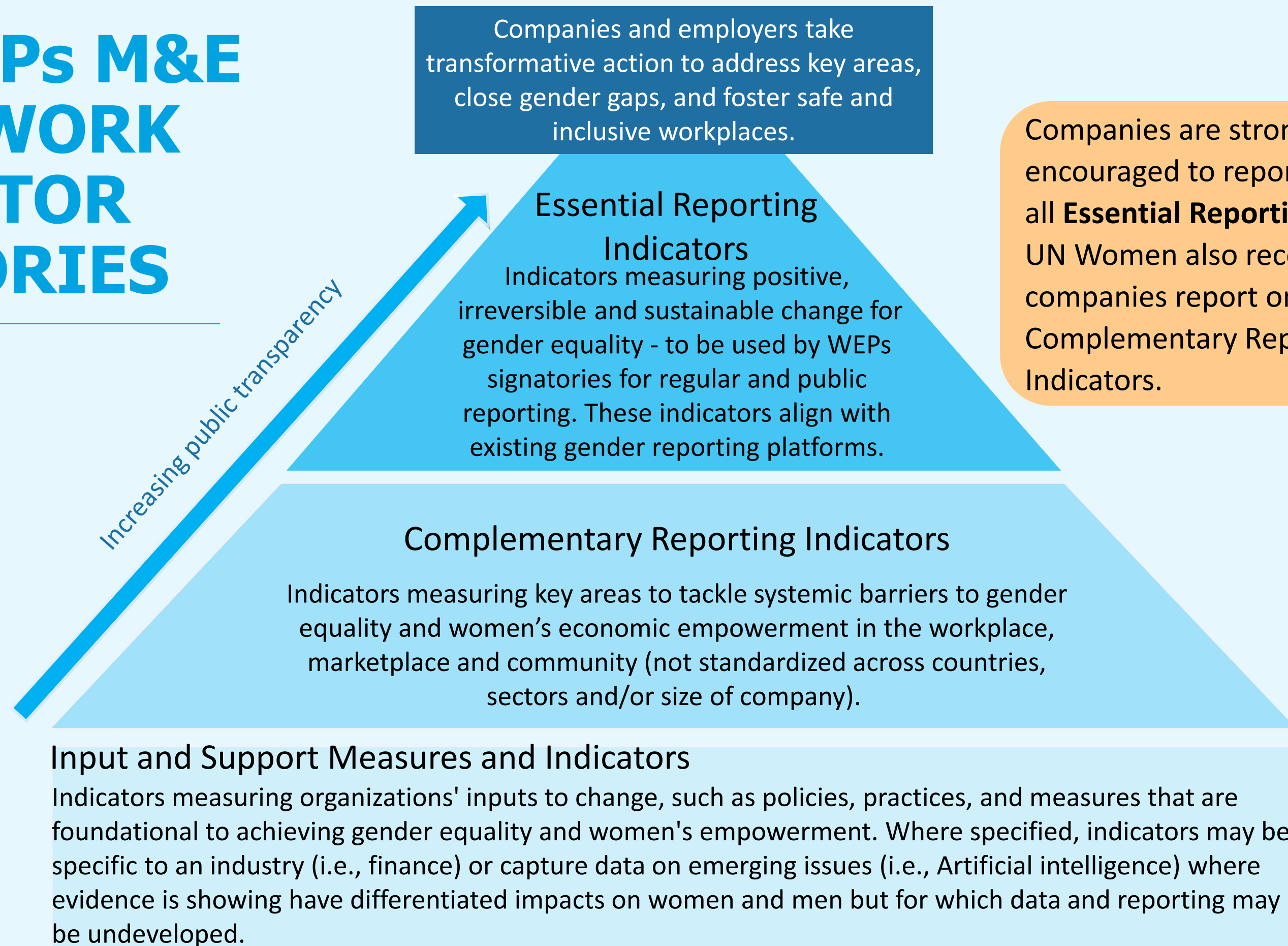
- Type of indicators**
1. Baseline indicators
 2. Essential Indicators
 3. Complimentary indicators
 4. Input and support measures indicators
 5. Additional indicators

THE WEPs M&E FRAMEWORK

A comprehensive tool to measure corporate progress towards implementing the WEPs and promoting gender equality and women's empowerment.

- Covers all 7 WEPs Principles
- Both qualitative and quantitative indicators
- Applicable to all sectors
- Aligns with existing reporting initiatives (GRI, SDGs, edge, Bloomberg, World Benchmarking Alliance, etc.)
- Aligns with the WEPs GAT and Action Planning Tool

THE WEPs M&E FRAMEWORK INDICATOR CATEGORIES



Companies are strongly encouraged to report publicly on all **Essential Reporting Indicators**. UN Women also recommends that companies report on the **Complementary Reporting Indicators**.

WEPs Reporting Framework

Essential Reporting Indicators

Measure sustainable and irreversible positive change for women. Currently have an accepted measurement and reporting framework.

Women in leadership	1a	Percentage of women in senior leadership level positions
	1b	Percentage of women on non-executive board (only for companies with a non-executive board)
Equal pay	2	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation
Equal opportunities in the workplace	3a	Percentage of new hires who are women
	3b	Percentage of promoted employees who are women
	4	Retention rate of employees that took parental leave, disaggregated by sex
Safe and inclusive workplaces	5	Has confidential, anonymous grievance, resolution and non-retaliation mechanisms and procedures to address and respond to reports and incidents of violence and harassment

Complementary Reporting Indicators

Measure key areas tackling systemic barriers to women's economic empowerment across the value chain. However, the measurement of these indicators is currently not standardized across countries, sectors and/or size of company. Additional Reporting indicators can progress to Recommended Reporting Indicators as measurement standards and public reporting requirements mature.

Equal opportunities in the workplace	6	Percentage of women in traditionally underrepresented roles
Training and development	7	Average hours of training that the organization's employees have undertaken
Gender-responsive procurement	9	Percentage of procurement spend with women-owned businesses
	10	Percentage of procurement spend with businesses with gender equality commitments
	11	Percentage of workers in supply chain receiving a living wage, disaggregated by sex
Gender-responsive marketing	12	Has a stand-alone responsible marketing policy or a commitment embedded in a broader corporate policy that addresses the portrayal of gender stereotypes
Product design and development	13	Has a policy or commitment embedded in a wider corporate policy to integrate inclusive gender considerations into product design and delivery
Women in communities	14	Percentage of financial or pro-bono support for gender equality programs

REPORT PROGRESS ON WEPs.ORG

HOME ABOUT JOIN LEARN COMPANIES ▾ RESOURCES ▾

SIGNATORIES
PROGRESS REPORTS

Baseline


Who can see the data?

Percentage of women Employees*
Above 80% Public Private

Percentage of women at Management Level*
Above 80% Public Private

Percentage of women on Boards/Executive Team/Partners*
Above 80% Public Private

PwC China




Raymund Chao (M)

Asia Pacific and China Chairman, PwC China

With today's technology and pace of change, women are fully capable of unleashing their positive energy and creativity. I truly believe that a diverse and inclusive environment helps organizations

General Information

WEPs signatory since 12 February 2020 

Private M

10,001-50,000 employees

Baseline

Between 51% and 80% women employees.
Between 30% and 50% women at management level.
Less than 30% women on boards/executive team/partners.

Progress - 2022

✓ Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to respond to incidents of violence and harassment

Progress - 2023

✓ Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to respond to incidents of violence and harassment

Questions and Insights



<https://mentimeter.com>

Code: 7716 4753



Feedback



<https://mentimeter.com>

Code: 7716 4753





UN WOMEN PHILIPPINES

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