# Study on the Application of Women’s Empowerment Principles (WEPs) in Top 50 Companies in Indonesia

## Research Methodology

50 companies with the following criteria: - Listed in Indonesian Stock Exchange; or - Non-listed company with more than 500 employees, minimum 7 years of operation and operating in at least 2 cities in Indonesia.

## Leadership Promotes Gender Equality

### 1. Leadership Promotes Gender Equality

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>40%</td>
</tr>
<tr>
<td>Human Capital</td>
<td>29%</td>
</tr>
<tr>
<td>Legal</td>
<td>27%</td>
</tr>
<tr>
<td>Marketing</td>
<td>19%</td>
</tr>
<tr>
<td>Sales</td>
<td>18%</td>
</tr>
<tr>
<td>CEO</td>
<td>11%</td>
</tr>
<tr>
<td>Internal Audit</td>
<td>11%</td>
</tr>
<tr>
<td>Production</td>
<td>10%</td>
</tr>
<tr>
<td>Corporate Communication</td>
<td>10%</td>
</tr>
<tr>
<td>Information &amp; Technology</td>
<td>6%</td>
</tr>
</tbody>
</table>

- **84%** have at least 1 woman on their board. Average proportion of women on board is 28%.
- **10%** have policies or acts to empower and promote women to board level.

## Equal Opportunity, Inclusion and Non-Discrimination

### 2. Equal Opportunity, Inclusion and Non-Discrimination

- **68%** have policies to retain women.
- **30%** have policies to promote equal opportunities for career advancement.
- **6%** have active policies to review equal pay.

### 3. Health, Safety and Freedom from Violence

- **94%** have zero tolerance policy towards violence and harassment.
- **53%** have zero tolerance policy towards gender-based violence and harassment.
- **54%** have dedicated committee for handling (sexual) violence and harassment.

## Education and Training

### 4. Education and Training

- **26%** have special education or training for female employees to improve career development.
- **28%** have program to increase number of women in leadership position.
- **22%** assess differential impacts on women and men when developing products and/or services.

## Enterprise Development, Supply Chain and Marketing Practices

### 5. Enterprise Development, Supply Chain and Marketing Practices

- **20%** have products catered to specific needs for women.
- **50%** have community development or CSR programme targeting women.

## Community Leadership and Engagement

### 6. Community Leadership and Engagement

- **38%** have community development or CSR programme targeting women.
- **30%** take steps to ensure that women and girls are positively impacted and participated fully in community development or CSR programme.

## Transparency, Measuring and Reporting

### 7. Transparency, Measuring and Reporting

- **50%** publicize information regarding gender diversity at board level.
- **38%** publicize company’s policies and implementation plans for promoting gender equality.

**Notes:**
- Inclusion of lactation room, daycare, training, flexible work.
- Women have to prove that their spouse is not covered for family insurance.
Women’s Empowerment Principles

are a set of 7 principles for business offering guidance on how to empower women in the workplace, marketplace and community. They are the result of a collaboration between UN Women and the United Nations Global Compact. More than 1,900 business leaders around the world have demonstrated leadership on gender equality through the Women’s Empowerment Principles.

1. Leadership Promotes Gender Equality
2. Equal Opportunity, Inclusion and Nondiscrimination
3. Health, Safety and Freedom from Violence
4. Education and Training
5. Enterprise Development, Supply Chain and Marketing Practices
6. Community Leadership and Engagement
7. Transparency, Measuring and Reporting

www.weprinciples.org

In order to promote the principles, IBCWE, IGCN, and UN Women initiated a study on the application of the WEPs in private sector in Indonesia.

Indonesia Business Coalition for Women Empowerment (IBCWE) is a coalition of companies who are committed to promote women’s economic empowerment and gender equality. Our mission is to support business to optimize its role in enhancing women’s economic empowerment and gender equality.

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Indonesia Global Compact Network (IGCN) is a local network of the United Nations Global Compact, the largest corporate sustainability initiatives. A call for companies to equate strategy and operations with the universal principles of human rights, labor, the environment, and anti-corruption, and take action that can advance the goals of society.

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UN Women is the United Nations organization dedicated to gender equality and the empowerment of women. UN Women’s efforts are based on the fundamental belief that every woman has the right to live a life free from violence, poverty, and discrimination, and that gender equality is a necessary for global development.

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