WOMEN’S EMPOWERMENT PRINCIPLES (WEPs)

GLOBALLY

The overall global gender gap will close in 108 years in majority of countries.

Companies in the top quartile for gender diversity on their executive teams were 21% more likely to experience above-average profitability than companies in the fourth quartile.

ASIA PACIFIC

Advancing women’s equality in the countries of Asia Pacific could add $4.5 trillion to their collective annual Gross Domestic Product (GDP) in 2025.

INDONESIA

Gender inequality performance in work is considered high. 0.52 gender inequality.

Advancing gender equality in Indonesia could add $135 billion to annual Gross Domestic Product (GDP) by 2025.

WHAT IS WEPs?

WOMEN’S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office.

A set of principles for businesses offering guidance on how to empower women in the workplace, marketplace, and community.

WHO DEVELOPED WEPs?

The seven principles are the result of collaboration between the UN Global Compact and UN Women, and are informed by real-life business practices and input gathered from across the globe.

**WOMEN’S EMPOWERMENT PRINCIPLES (WEPs)**

**Women’s Empowerment Principles:**

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work – respect and support human rights and non-discrimination
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

**Some Results of the Study on the Application of WEPs in Indonesia:**

- Participating companies have at least 1 woman on their board of executives, with the average percentage of 84%
- Participating companies have active policies to support equal opportunities with regards to career advancement, 30%
- Participating companies have zero-tolerance policies covering sexual harassment and gender-based violence, 53%
- Participating companies have programmes to increase the number of women in leadership positions, 28%
- Participating companies have conducted assessments on the possible differential impacts on women and men, 22%
- Participating companies have taken steps to ensure that women and girls participated fully and positively impacted in their community engagement programmes, 30%
- Participating companies have company policies and implementation plans to promote gender equality, 38%

**How to Support the Empowerment of Women?**

- Take WEPs Gender Gap Analysis Tool to evaluate and measure company’s performance in advancing gender equality through [weps-gapanalysis.org](weps-gapanalysis.org)
- Sign the CEO Statement of Support towards Women’s Empowerment Principles (WEPs) through [empowerwomen.org/weps](empowerwomen.org/weps)

**Reference:**
- Working Group initiated by Indonesia Business Coalition for Women Empowerment (IBCWE), Indonesia Global Compact Network (IGCN), and UN Women