

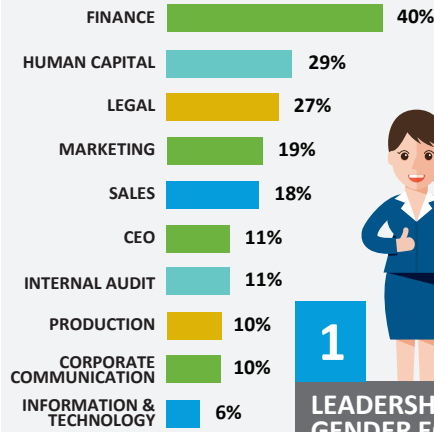
## STUDY ON THE APPLICATION OF WOMEN'S EMPOWERMENT PRINCIPLES (WEPS) IN TOP 50 COMPANIES IN INDONESIA

### 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



**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

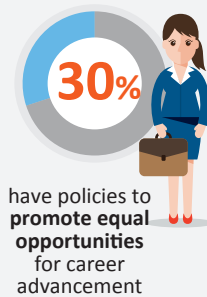
### 1 LEADERSHIP PROMOTES GENDER EQUALITY

2

### EQUAL OPPORTUNITY, INCLUSION AND NONDISCRIMINATION

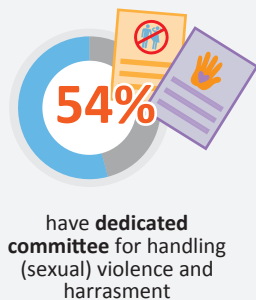


(e.g. providing lactation room, daycare, training, flexible work)



3

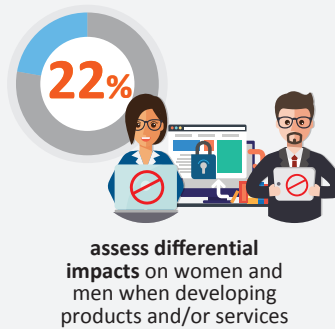
### HEALTH, SAFETY AND FREEDOM FROM VIOLENCE



women have to prove their spouse is not covered for family insurance

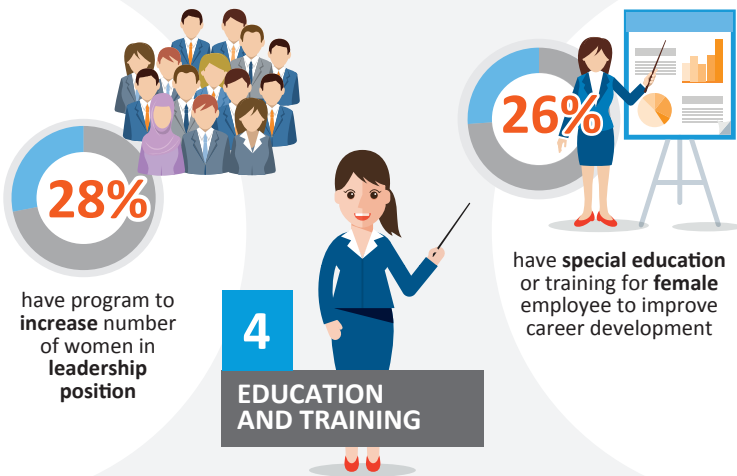
5

### ENTERPRISE DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES



4

### EDUCATION AND TRAINING



6

### COMMUNITY LEADERSHIP AND ENGAGEMENT



7

### TRANSPARENCY, MEASURING AND REPORTING



# 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](http://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.  
✉ [info@ibcwe.id](mailto:info@ibcwe.id) • 🌐 [www.ibcwe.id](http://www.ibcwe.id)

## **Indonesia Global Compact Network (IGCN)**

is the 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.  
✉ [igcn@indonesiagcn.org](mailto:igcn@indonesiagcn.org) • 🌐 [www.indonesiagcn.org](http://www.indonesiagcn.org)

## **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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