

Asia-Pacific

20 WOMEN'S 23 EMPOWERMENT PRINCIPLES FORUM

Outcome Report: Highlights and recommendations for practitioners

Accelerating Business Action for an Equal Future



THE SEVEN WOMEN'S EMPOWERMENT PRINCIPLES (WEPs)

are a globally recognized normative framework to guide private sector action for gender equality in the world of work. It is the only such framework for gender equality at all organizational levels, beginning with **leadership** and providing guidance for the **workplace, marketplace and community**, underpinned by a strong emphasis on **accountability and transparent reporting** of progress.



From 2019-2024, led by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), business commitment to WEPs in the Asia-Pacific region has grown exponentially – from just below 600 signatories in 2019 to now more than 2,400. This diverse community comprises multinational and national corporates; micro-, small and medium-sized enterprises (MSMEs); chambers of commerce, business and industry associations and stock exchanges. Through initiatives like the 2020–2022 UN Women Asia-Pacific WEPs Awards, more than 300 leaders, business associations, companies and MSMEs have been recognized for their efforts and actions across the key pillars of the WEPs. Building on this momentum and seeking to convene the broader private sector ecosystem to share learning and build capacity towards WEPs implementation, UN Women organized the first-ever **Asia-Pacific 2023 Women's Empowerment Principles (WEPs)**

Forum: Accelerated business action for an equal future. The Forum was held in Manila, 7–8 November, as part of the programme on 'Advancing the implementation of Women's Empowerment Principles (WEPs) for Accelerated Business Action for Gender Equality in Asia and the Pacific', supported by Government of Australia through the Department of Foreign Affairs and Trade (DFAT).

The Forum brought together approximately 170 participants from the Association of Southeast Asian Nations (ASEAN), Asia-Pacific region and beyond, including business leaders, corporates and MSMEs, as well as representatives from securities and exchange commissions, stock exchanges, chambers of commerce and industry associations, government agencies and development partners.

02

STRUCTURE OF THE FORUM

In 2022, UN Women published 'Trends and Opportunities to Advance Gender Equality in Business in Asia and the Pacific', with primary and secondary data from more than 2,250 companies already committed to promoting gender equality in the region. Based on the data analysis, seven key **trends** in the Asia-Pacific private sector were distilled along with correlated **actions** for companies to further engage and deepen their WEPs implementation. Overall, the findings indicate that, while companies have made increased commitments to gender equality, concrete action to implement these commitments is lagging behind.



To revisit the seven trends and recommended actions identified in the 2022 report, the Forum was designed with seven key focus areas and additional selected sessions that were particularly relevant to emerging and regional trends. To enable cross-sector learning and leverage the WEPs framework for multi-stakeholder action to advance gender equality, the Forum convened a range of strategic public and private sector actors. See the full agenda [here](#).

FORUM OVERVIEW



Keynote speeches



7 trends talks



3 plenary sessions



13 interactive breakout workshops



Evening Reception with ADB and Investing in Women

- **Hannah Birdsey**, CEO, Investing in Women
- **Georgina Harley-Cavanaugh**, First Secretary for Development, Australian Embassy in the Philippines
- **Alia El-Yassir**, Former Regional Director, UN Women Regional Office for Asia and the Pacific
- **Suzanne Gaboury**, Director General, Private Sector Operations, ADB
- **Rosalyn Mesina**, Country Programme Coordinator, UN Women Philippines

KEYNOTE SPEAKERS

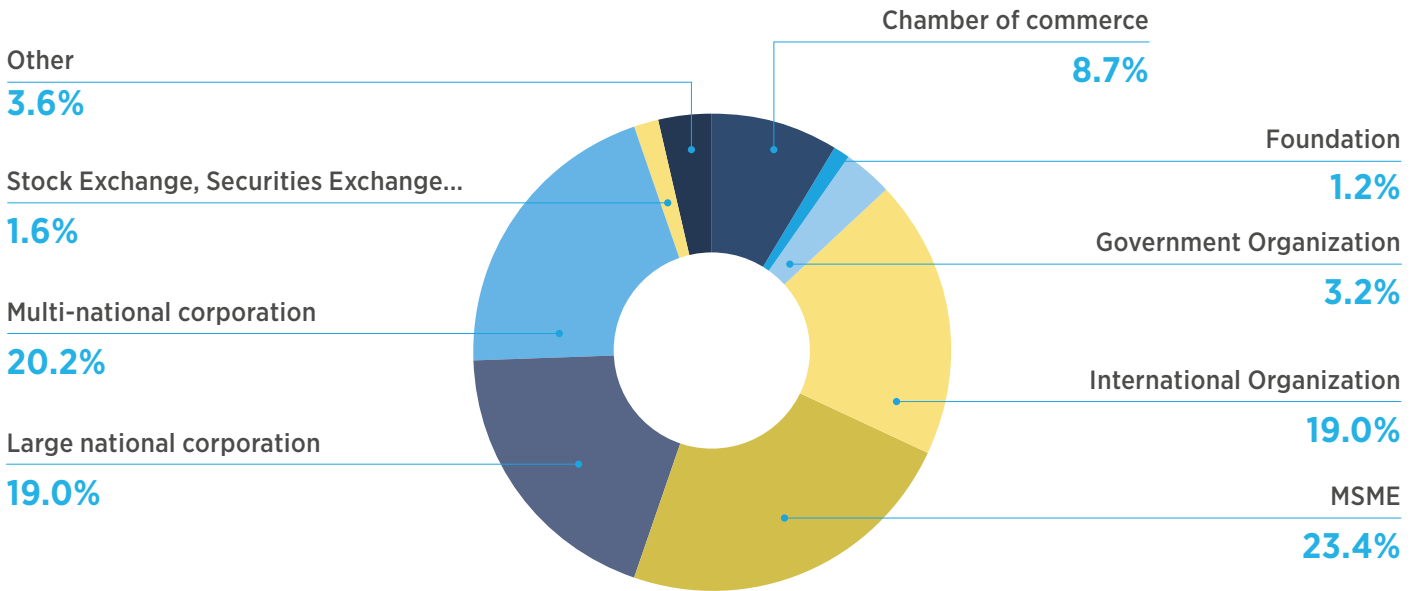


- **Dr. Moya Collett**
Deputy Head of Mission, Australian Embassy to the Philippines
- **Alia El-Yassir**
Former Regional Director, UN Women Regional Office for Asia and the Pacific
- **Kristine Balmes**
Deputy Executive Director, Philippine Commission on Women

03

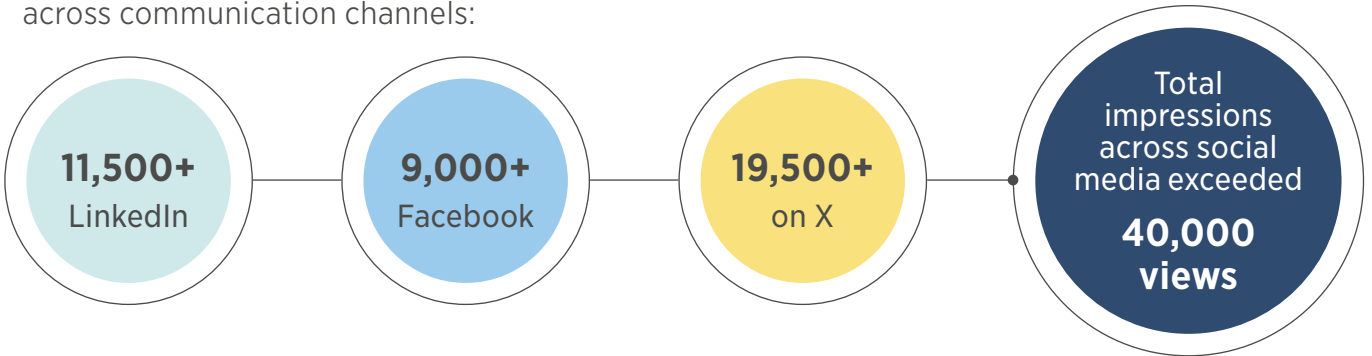
KEY HIGHLIGHTS

Convening 170 participants from 12 countries, including multi-stakeholders from the business ecosystem

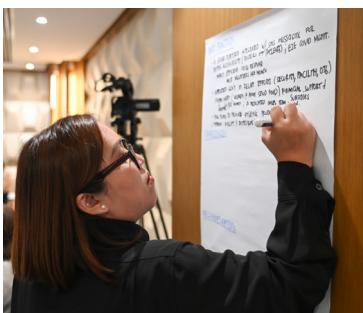


COMMUNICATIONS

The Forum generated tens of thousands of impressions across communication channels:



THE POST-EVENT SURVEY



90% found the Forum useful or very useful in relation to their work



92% found the Forum inspired them to take further action

MOMENTUM FOR NEW ACTIONS AND COMMITMENTS

At the end of the Forum, participants were asked to share what they commit to carrying forward when they return to their organizations. The following summarize some of the key commitments.

New commitments made



I COMMIT TO:

Connect and collaborate
with other WEPs signatories

I COMMIT TO:

Measure the impact of our
gender equality work and
report on progress

I COMMIT TO:

Explore avenues for increasing
supplier diversity and implementing
gender-responsive procurement

I COMMIT TO:

Conduct mandatory training
for all employees on
gender bias

I COMMIT TO:

Advocate for WEPs adoption
and implementation in my
industry association

PLENARY HIGHLIGHTS



PUBLIC SECTOR ACTION IS REQUIRED TO MOVE THE NEEDLE

To create systemic change towards gender-responsive business conduct across the private sector landscape, public policies are needed to prioritize business action for gender and create incentives for transparency and reporting. Regional intergovernmental bodies such as ASEAN play a key leadership role in driving this agenda. In 2022, UN Women and the ASEAN Committee on Women (ACW) jointly produced the policy action brief 'Advancing gender and business reporting to implement the women's empowerment principles (WEPS) as part of an inclusive COVID-19 economic recovery', presenting the "Triple A" approach to prioritize ASEAN policy action for gender equality in business.



READ THE ACTION BRIEF TODAY!

"Triple A" priority areas

1. Affirming leadership commitments
2. Advancing workplace and marketplace gender equality
3. Accelerating change through accountability and reporting gender metrics



PARTNERSHIPS ARE KEY TO ACCELERATING PROGRESS

As panellists emphasized, individual business actions only go so far. Changing the broader normative agenda for gender equality calls for an ecosystem approach that connects and builds public-private partnerships as a lever for change.



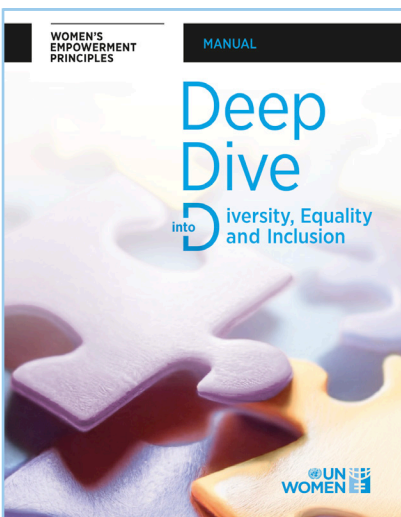
GENDER DATA

Numerous speakers across plenary and breakout sessions reiterated that collecting, tracking and analysing a range of gender data across the organization are necessary steps in order to make substantive progress on gender equality.



EXPANDED DIVERSITY EFFORTS CAN SPUR INNOVATION AND GROWTH

A survey carried out at the Forum found that 26 per cent of respondents reported making “good progress” on expanding their diversity agenda beyond gender, while 32 per cent reported making “very good” or “significant” progress.¹ Beyond workplace inclusion, the diversity of suppliers also presents a major opportunity to advance social inclusion and gender equality while boosting productivity and developing a more resilient supply chain.²



EXCLUSIVE TO WEPs SIGNATORIES!

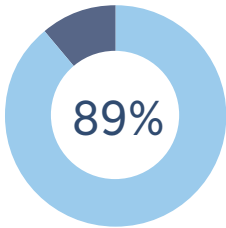
To better understand how your organization can expand your gender journey into broader diversity, equity and inclusion (DE&I) efforts, get started with UN Women’s new [‘Deep Dive Into Diversity, Equality and Inclusion Manual’](#).

¹ The survey garnered 46 responses, and it was similar to the survey used for the trends report. The data are not meant to be representative or comparable.

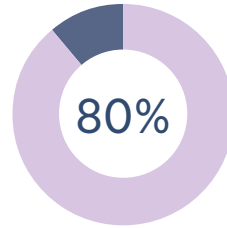
² <https://asiapacific.unwomen.org/en/digital-library/publications/2022/03/gender-responsive-procurement-in-asia-and-the-pacific>

REFLECTIONS FROM THE FORUM SURVEY

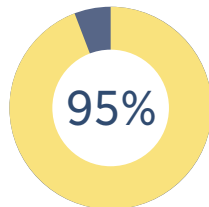
Companies that participated in the Forum survey self-reported on positive steps they are taking.



have a **policy on prevention of sexual harassment** in their organization

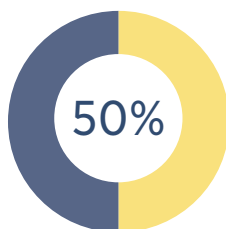


have a non-discrimination policy in place

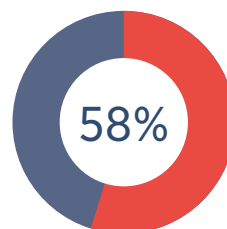


have policies **for paid maternity or paternity** leave in place

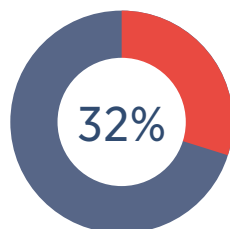
Still, more can be done to strengthen efforts



have **mandatory trainings on gender bias** within their organization



take **proactive** steps to source from **women owned businesses**



offer **support for childcare** including through facilities and incentives

REVISITING THE TRENDS: INSIGHTS FROM THEMATIC BREAKOUT SESSIONS

During breakout sessions framed around the seven trends, insights and sharing gathered by participants confirms that the initial trends remain relevant and aligned to current business action.



TREND #1

Companies, of all sizes and sectors, have shown increased commitments to promoting gender equality, yet international actions are lagging



TREND #2

Companies see greatest progress in promoting women to leadership positions



TREND #3

A gender-inclusive workplace with childcare is no longer just 'nice to have'



TREND #4

The global movements against sexual violence are being reflected in companies' actions



TREND #5

The biggest untapped gender opportunities are in the value chain and marketplace'



TREND #6

Companies are beginning to align their gender commitments with their community engagement activities and initiate industry-wide collective action to advance gender equality



TREND #7

While more companies (especially those with WEPs commitments) track gender data internally, there is a lack of reporting of gender data by companies

TREND

1



Companies of all sizes and sectors have shown increased commitments to promoting gender equality across the organization, yet intentional actions to promote gender equality across the value chain lag behind.

Despite the rapid increase in WEPs signatories since 2019, especially among MSMEs and across diverse industries, companies are not following through at an equal pace to develop gender action plans and take targeted actions to implement their commitments across the organizational value chain. The trends report found that less than 20 per cent of surveyed companies had made significant progress establishing a gender strategy action plan or explicitly making gender equality one of their company's top five priorities. **Even when companies are taking intentional action, the majority of efforts have been targeted towards entry-level actions targeted at raising internal awareness on gender equality, promoting women in leadership and developing workplace gender equality.**

TREND

2



Promoting women in leadership remains a top priority for Asia-Pacific companies, but progress is limited.

Despite the long-standing advocacy agenda for gender equality in the private sector, promoting women in leadership continues to be an area that many companies prioritize over other areas. At the time of data collection for the trends report, 87 per cent of surveyed WEPs signatories reported that their company had shown "significant" to "very good" progress in promoting women in leadership roles. **Looking at results of the Forum survey, companies overwhelmingly chose women in leadership and promoting workplace gender equality as the areas in which they had taken action and made the most progress.**

Notwithstanding this reported achievement, regional progress remains limited. A new study of gender equality in corporate leadership among top listed companies finds that, on average, women hold 16 per cent of board seats, 7 per cent of board chair positions and 5 per cent of chief executive officer (CEO) positions across the entire region.³ These figures point to a persistent gap that requires renewed and concerted action to close.

³ <https://sseinitiative.org/wp-content/uploads/2023-SSE-IFC-Gender-Equality-ASIA.pdf>

TREND

3



Building an organization with family-friendly policies and support for childcare is critical for advancing workplace gender equality.

Among surveyed Forum participants, promoting workplace equality stood out as the top area where most progress was reported, with 39 per cent selecting “good” progress and 48 per cent selecting “very good” or “significant” progress made. While this includes many actions, such as addressing gender bias and implementing non-discrimination, anti-sexual harassment, and equal recruitment and pay policies, **breakout discussions revealed far less work is being done to intentionally support employees with care responsibilities, especially childcare.** Women’s historically disproportionate share of domestic and caregiving responsibilities negatively impacts their ability to participate fully and equally in the labour force, and the surge in caregiving responsibilities during the COVID-19 pandemic was a significant driver behind nearly 2 million working mothers leaving the global workforce in 2020.⁴

In contrast to the needs of women employees for support with caregiving responsibilities beyond maternity leave periods, only 32 per cent of Forum participants reported offering support for childcare, including through facilities or subsidies.

When it comes to more innovative approaches to employer-supported care, such as companies offering support for childcare through contracts with care entrepreneurs or care vouchers, companies attending the Forum were still at a more nascent stage and were largely unfamiliar with childcare support beyond traditional on-site facilities. There is limited understanding and engagement around a compelling business case for employer-supported care, with several companies sharing that a clear business case would be needed to garner leadership commitment and investment in such initiatives. A key insight coming out of breakout discussions is that much more awareness raising and capacity-building is needed to assist companies in prioritizing these areas, building the business case for taking action and beginning implementation in a substantive manner.

⁴ <https://ilostat.ilo.org/over-2-million-moms-left-the-labour-force-in-2020-according-to-new-global-estimates/>

TREND

4



Companies have strong policies in place to address sexual harassment at the workplace, but more effort is needed to develop comprehensive strategies to prevent, address and monitor incident.

While the trends report showed that 81 per cent of companies in the region had implemented an approach or policy to ensure an environment free of violence, harassment or sexual exploitation, the Forum discussions surfaced that the **stigma of sexual harassment and fear of reporting continue to hinder comprehensive approaches to tackle the issue, and enhanced tracking and reporting data are needed to ensure workplaces are free from harassment and violence.** While 71 per cent of companies participating in the trends survey reported having a confidential grievance, resolution and non-retaliation mechanism, only 25 per cent required gender-sensitive training on procedures to respond to complaints, and only 52 per cent track the number of grievances, disaggregated by sex. The survey at the Forum did not collect this data again, but breakout discussions point to alignment with the findings of the trends report and signal a strong need to take much more targeted action to address violence and harassment at work.

TREND

5



Companies have taken limited action to promote gender equality in the value chain and marketplace.

There is interest in promoting gender equality in the marketplace and value chain, but understanding and developing strategies for action remain limited. The Forum focused on two specific areas of focus under trend 5.

- **Supplier diversity and gender-responsive procurement:** Companies are still at a very early stage with supplier diversity initiatives. The trends report found that only 38 per cent of surveyed companies had taken steps to advance procurement from women-owned businesses, be it in the value chain or when contracting vendors. Forum discussions surfaced additional barriers to gender-responsive procurement, such as the widespread lack of data on business ownership that would facilitate targeted procurement outreach. On the supply side, procurement requirements are often confusing or too complicated for the many micro-entrepreneurs seeking new market opportunities, and women entrepreneurs also face limited exposure to buyers and a lack of confidence and capacity to complete complex bidding processes.

Particularly in the light of the global figure that women own one-third of the world's businesses¹ but win less than 1 per cent of the procurement spend of both large corporate buyers⁵ and government buyers, gender-responsive procurement presents a major opportunity for the private sector to take action and accelerate efforts for gender equality. To facilitate this, broad sensitization of the opportunity coupled with capacity-building and technical assistance for corporate action is needed.

- **Marketing and advertising:** In the trends report, 77 per cent of surveyed companies had made “significant” or “very good” progress on keeping marketing and advertising free from stereotypes and making these materials more gender inclusive. Reflections shared during Forum breakout session reveal that **many companies are yet to develop a strategic approach to gender-responsive marketing, but there are several best practice examples.** Some companies have developed targeted campaigns that seek to challenge gender-related stereotypes in their local context, spurring public discussion around gender discrimination and social norms. Positive reinforcement in advertising contributes to building strong brands and entails calling out both brands and individuals that perpetuate stereotypes while highlighting positive examples. Fostering collaboration and dialogue with key stakeholders, especially government, is pivotal in driving change throughout the industry.

UNSTEREOTYPE ALLIANCE

A multi-stakeholder platform convened by UN Women to eradicate harmful stereotypes in the media and advertising industry. Learn more at <https://www.unstereotypealliance.org/en> and read about the recently launched #YouDon'tSeeMe campaign by the India chapter of Unstereotype Alliance.

5 <https://asiapacific.unwomen.org/en/digital-library/publications/2022/03/gender-responsive-procurement-in-asia-and-the-pacific>

TREND

7

While more companies (especially those with WEPs commitments) track gender data internally, there is a lack of reporting of gender data by companies.



While a promising proportion of companies responding to the Forum survey report some gender data on public platforms (46 per cent), only 34 per cent have prioritized setting gender targets and publicly reporting on them in the next three years. Forum discussions also noted key specific challenges:

- Across the region, efforts on environment, social and governance (ESG) reporting are growing but not yet consistent and companies are more fixated on numbers compared to journey and actual outcomes and progress.
- Efforts towards reporting often lack commitment from leadership and are not streamlined across different departments.
- There is a lack of existing and consistent data collection and analysis affecting reporting. Many companies are not sure what data to collect and how to analyse it.

Regulators, including securities and exchange commissions, stock exchanges and sector specific regulatory bodies, play a key role in advancing gender equality data collection, measurement and reporting by mandating gender data disclosure through ESG and sustainability reporting.



EMERGING AREAS OF FOCUS IN THE ASIA-PACIFIC REGION



In addition to the seven trends, the Forum discussed five emerging new focus areas for the private sector to advance gender equality:

➤ Addressing gender bias

This was seen as fundamental to foster organization-wide actions and impact for gender equality. Only 50 per cent of surveyed Forum participants have mandatory training on gender bias within their organization. To effectively address gender bias, commitment from the Leadership team is essential to get started, but plans must be coupled with education, continuous awareness raising and communication to embed actions for gender equality within the organization.

➤ Job creation and employability

Women's labour force participation rates are declining in the Asia-Pacific region,⁶ and women are over-represented in vulnerable and informal employment. More than 64 per cent of employed women in the region are in informal employment, and the female share of vulnerable employment was 78 per cent in South Asia in 2017.⁷ In addition, many women either choose or are forced to take career breaks during their maternity period and when their children are still young, which poses a significant barrier to re-entering formal employment. The private sector has a major opportunity to drive job creation and provide women with formalized, decent work opportunities that spur economic empowerment and contribute to inclusive economic growth. Best practices shared during the Forum include setting quotas for women among new hires, setting up women returnee programmes and providing ongoing mentorship and support, as well as instituting flexible work arrangements and providing childcare facilities or allowances.

➤ The power of MSMEs to drive gender equality

More and more MSMEs (companies with 200 or fewer employees) have been committing to the WEPs in the past few years, and they now comprise more than 50 per cent of the total WEPs community in the Asia-Pacific region. MSMEs account for an average of 97 per cent of all enterprises in Asia and the Pacific, forming the backbone of the regional economy. They play a major role in contributing to gender equality through the development of

6 https://www.unescap.org/sites/default/d8files/event-documents/ESCAP_79_7_E.pdf

7 (ILO, 2018) – Find original source

gender-responsive business conduct. During the Forum, some entrepreneurs shared their experience using UN Women's WeRise Toolkit for Entrepreneurs, developed specifically for SMEs to implement the WEPs and develop more gender-responsive practices and policies. While commitment and eagerness to develop gender-responsive business conduct is growing among SMEs, many have not yet taken tangible steps to put these commitments into action.

Lacking the resources, networks and capacity of larger corporates, providing more targeted support for SMEs is vital to achieving a gender-responsive business landscape in the Asia-Pacific region. SMEs need more accessible financing options and opportunities for capacity building trainings, while governments could incentivize SMEs to develop gender-responsive business conduct. There is also a need to create and showcase more gender-responsive SME role models to inspire and encourage more SMEs to implement gender-responsive business conduct.

The role of the private sector crisis settings

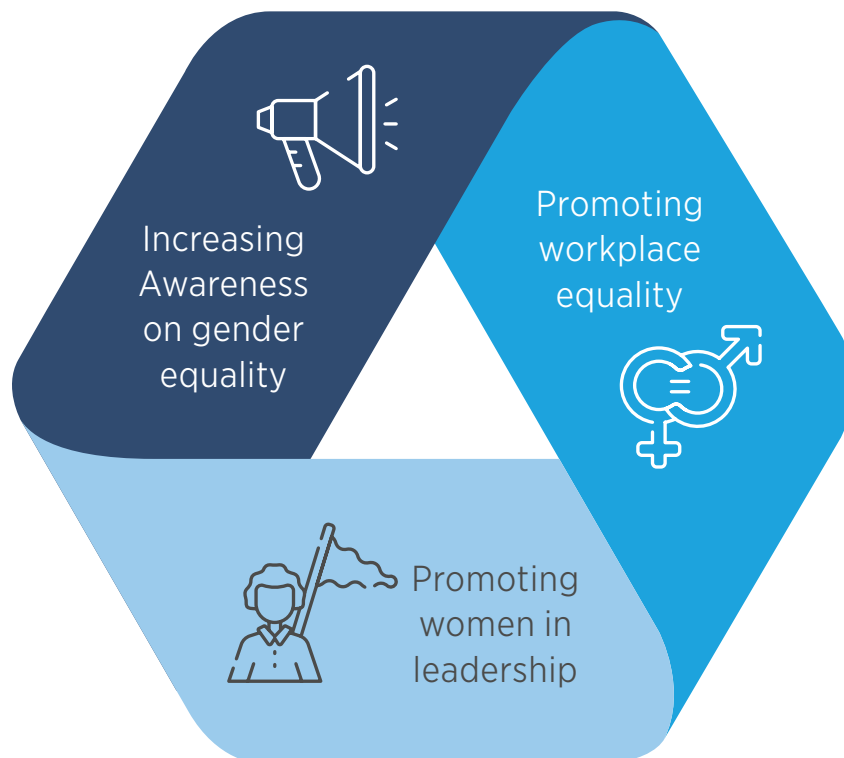
Asia and the Pacific is the most disaster-prone region in the world, it is among the most vulnerable regions to the effects of climate change and it faces multiple protracted crises, all of which disproportionately impact women and girls. Participants explored the role and opportunities for the private sector to support women and girls in crisis settings. Key best practices include recognizing economies of scope and forging collaborative partnerships with local governments, civil society and/or suppliers to maximize distinct value adds, as well as leveraging corporate technology and far-reaching online footprint to support outreach and response efforts during times of crisis. In-kind support such as upskilling or hiring women in crisis-affected areas, as well as providing expert services in logistics and distribution can be as important as financial contributions. Participants urged companies with experience in crisis response to share best practices widely to support others to prepare and move from a reactive to proactive approach.

Corporate investment and innovation

Although gender-focused innovation and investing show promise in advancing gender equality and generating higher financial returns, many companies have yet to take action in this area. Participants in the Forum also expressed mixed enthusiasm and preparedness to start. Data limitations pose the biggest challenge for building a case for investing in women and developing gender-responsive product design. Utilizing support from partners, ecosystems and government involvement, creating a platform for investors to connect with women entrepreneurs and transforming compliance into proactive business strategies all hinge on having ample data to identify and address specific challenges.

KEY PRIORITIES AMONG WEPS FORUM PARTICIPANTS

As captured in the Forum survey, the figure below shows the top three priority areas companies are focusing on for the next 3-5 years:



MORE HOLISTIC AND DEEPER ACTION NEEDED

These are the same three areas chosen during the initial data collection for the trends report in 2021. **Companies are largely choosing the same issues they have focused on in the past, pointing to the need to incentivize and elicit new actions on promoting gender equality.**

KEY RECOMMENDATIONS TO ADVANCE ACTION AND IMPACT

1. Shift from commitment to action and institutionalize gender equality.

TREND

1



- Across all thematic areas, sex and gender-disaggregated data, along with more nuanced gender data, must be consistently collected, measured and analysed to drive progress.
- A self-assessment, like the WEPs Gender Gap Analysis Tool (GAT), must be completed to establish a baseline and from that define priorities and an action plan.
- Multi-year road maps with targets and key performance indicators for leaders and all unit heads/managers must be developed for accountability, with regular data collection and tracking.

2. Incentivize action for gender equality by allocating capital with a gender lens.

TREND

1



- Corporates can integrate gender metrics and criteria when deciding how to direct and allocate capital through corporate social responsibility (CSR) funds, investing arms and corporate foundations.
- Increasingly, gender bonds and performance-based loans are a vehicle for donors, development finance institutions (DFIs), stock exchanges and banks to stimulate companies they invest in to promote gender equality throughout their strategies and operations.



3. Set targets for women's participation in leadership positions.

TREND

2



- What is measured, gets managed. Setting targets, tracking and publicly reporting on women in leadership and management positions at all levels is foundational to ensuring more women advance to leadership positions across geographies and industries.
- Multi-stakeholder initiatives like the 30 per cent Club or G20 EMPOWER 30by30 initiative can support advocacy and build momentum for regulatory bodies to enact legislation promoting gender equality.
- Regulators play a major role in advancing business reporting and triggering systemic change. For example, in 2021 the Securities Commission Malaysia revised the Malaysia Corporate Code of Governance to recommend that all Board of Directors comprise at least 30 per cent women. Following this, Bursa Malaysia (the country's stock exchange) required all listed companies to have at least one woman on their board by June 2023, which spurred a marked increase in representation.⁸ As of December 2023, Bursa leads all other markets in Asia-pacific with 26 per cent of all board seats occupied by women and 44 per cent of the top 100 firms having at least 30 per cent women on the board.⁹

4. Move beyond traditional inclusive workplace approaches to support employees with care responsibilities. Implement comprehensive approaches to tackle women employees' disproportionate responsibility for caregiving.

TREND

3



- The misconception that employer-supported care requires substantial investment to establish on-site facilities can hinder corporates from acting. Corporates should consider a variety of modalities for employer-supported care: implementing flexible working and telecommuting policies, partnering with care entrepreneurs to provide services and/or offering subsidies for employees to procure their own childcare services.
- There is a growing need to look beyond childcare to support employees with care responsibilities for older people and people with disabilities.
- Governments can promote employer-supported care by creating regulations and/or incentives (such as tax benefits) for companies providing such services.

⁸ Women Participation on Boards 2016-2024, data available from <https://www.sc.com.my/regulation/corporate-governance>

⁹ <https://sseinitiative.org/wp-content/uploads/2023-SSE-IFC-Gender-Equality-ASIA.pdf>

- United Nations agencies and other private sector support organizations can spur business action by establishing a clear business case, raising awareness of the benefits of employer-supported care, and developing practical guidance on how to implement employer-supported care initiatives.

5. Develop and prioritize holistic programming to create safe workplaces free from violence and harassment.

TREND

4



- Having clear, implementable guidelines and a confidential grievance and redressal mechanism, as well as gathering sex-disaggregated data and tracking the number of grievances, is the minimum threshold to provide a safe and harassment-free workplace.
- Addressing violence and harassment in the workplace remains taboo. It is important to identify the right champions to advocate for safe workplaces and bring others in to help shift corporate culture and create change throughout organization and supply chain.
- As much of the workforce retains a hybrid setup of working part-time from home, companies should consider developing domestic and family violence (DFV) policies to ensure a safe workplace when employees work from home.
- Regulators could consider disincentivizing companies that violate national legislation or do not follow nationally mandated SOPs of grievance and redress mechanisms.

6. Expand from promoting gender equality in the workplace to within the marketplace and value chains.

TREND

5



- To advance supplier diversity and gender-responsive procurement, both governments and corporate buyers need to take steps to make information about procurement opportunities available to women-owned businesses, collect and analyse data on suppliers that are women owned and led, and support women-owned MSMEs to build capacity and confidence to complete procurement bids, gain access to networks of buyers and potential partners, and ensure requirements for selection are transparent and designed with a gender-responsive lens.

7. Design marketing strategies and campaigns for women and informed by women that redress harmful stereotypes.

TREND

5



- Marketeers relying on research data to develop campaigns need to ensure a gender lens is incorporated into market research, and corporates need to collect more nuanced data to understand how stereotypes are integrated into advertisements and how women are portrayed.
- Working collectively across the industry as well as engaging industry bodies and regulators is necessary to make change.
- Awards initiatives and recognition for gender-responsive advertising can encourage others to act.

8. Establish and/or join more industry alliances to address persistent gender equality challenges.

TREND

6



- To create intended impact, industry alliances need to have a clear vision and road map. There is a need to align with those partners who have strong values and similar ethics around the issues.
- Communicating the results of industry alliances is important to keep momentum going and build the alliance membership.
- Existing areas of focus can be leveraged to engage companies and policymakers alike in multi-stakeholder initiatives similar to the G20 EMPOWER 30by30 initiative for supporting more women in leadership, improving overall awareness on gender equality issues and implementing measures for gender equality in the workplace and marketplace to enable more systemic change in the business ecosystem.



Generation Equality is a global effort to accelerate investment and implementation for gender equality

JOIN THE MOVEMENT TODAY!



Karen Davila

UN Women National Goodwill Ambassador for the Philippines

9. Report publicly on progress on gender equality.

TREND

7



- Advancing transparency and reporting requires streamlining targets set by leadership across all divisions, collecting and analysing data consistently, and developing more case studies to show the impacts of commitment on gender equality.
- To realize the potential of data to advance gender equality, companies will need to move from reporting general statements about their gender commitments to reporting the actual numbers or percentages, including reporting the number of employees disaggregated by sex, retention data disaggregated by sex, the pay gap between women and men, and supplier diversity.
- For governments, regulators, and business ecosystem players, a strong push is needed to advance transparency and accountability, which includes raising awareness of the WEPs reporting framework, drawing linkages to existing ESG reporting and building measurable and progressive targets that are regularly tracked and monitored for WEPs signatories to advance.
- Stock exchanges can leverage listing requirements and sustainability reporting as an entry point to drive gender data tracking and disclosure.

ACCOUNTABILITY AND REPORTING FOR ADVANCING GENDER EQUALITY

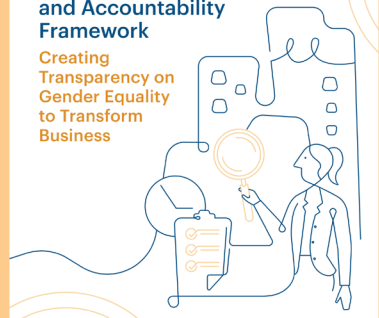
Learn more about how companies can measure and track progress in the [WEPs Transparency and Accountability Framework](#). WEPs signatories can track progress and choose to report publicly on select indicators on [weps.org](#). Learn more [here!](#)

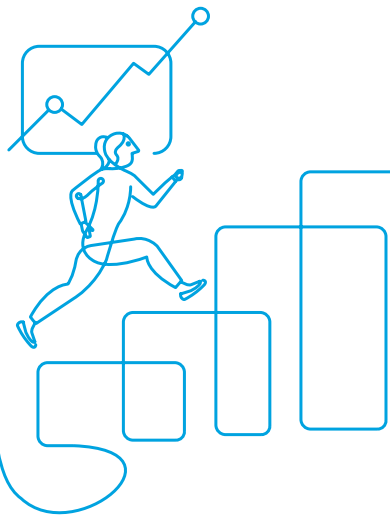
WOMEN'S
EMPOWERMENT
PRINCIPLES

ESTABLISHED BY THE UNITED NATIONS
IN COOPERATION WITH THE
INTERNATIONAL LABOUR OFFICE

WEPs Transparency and Accountability Framework

Creating
Transparency on
Gender Equality
to Transform
Business





JOIN THE WOMEN'S EMPOWERMENT PRINCIPLES (WEPS) COMMUNITY

For more information about UN Women's work on the WEPs, please contact:

wee.asiapacific@unwomen.org

JOIN TO BECOME A WEPs SIGNATORY TODAY!

Go to: www.weps.org

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

SUPPORTED BY:



Australian Government
Department of Foreign Affairs and Trade

