

UN WOMEN

GENDER ACTION LAB
Cambodia

**Women's Empowerment Principles Corporate
Action Lab (WEPsCAL): Fostering Inclusive
Leadership for Gender Equality in Business**

Information Session

August 15, 2025, 10:00 – 11:30 am
Online

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Meeting Room Guidelines



For documentation purposes, this info session will be recorded and shared afterwards.



Please click the raise hand function or use the chat box for any questions you may have.

**state your name and company so you can be acknowledged properly!*



Participants are encouraged turn on their video so we can see you!

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Agenda

Time	Activity
10:00 – 10:05 am	Arrival of Participants Ice Breaker
10:05 – 10:15 am (10 mins)	Overview of Gender Action Lab: Innovation and Impact for Gender Equality in Asia-Pacific, powered by WEPs
10:15 – 10:45 am (30 mins)	WEPs Corporate Action Lab: Fostering Inclusive Leadership for Gender Equality in Business
10:45 – 11:20 am (35 mins)	Interactive Plenary and Open Forum
11:20 – 11:30 pm (10 mins)	Immediate Next Steps

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Menti – Ice Breaker!



Go to <https://www.menti.com>
and type the code 4627 8872



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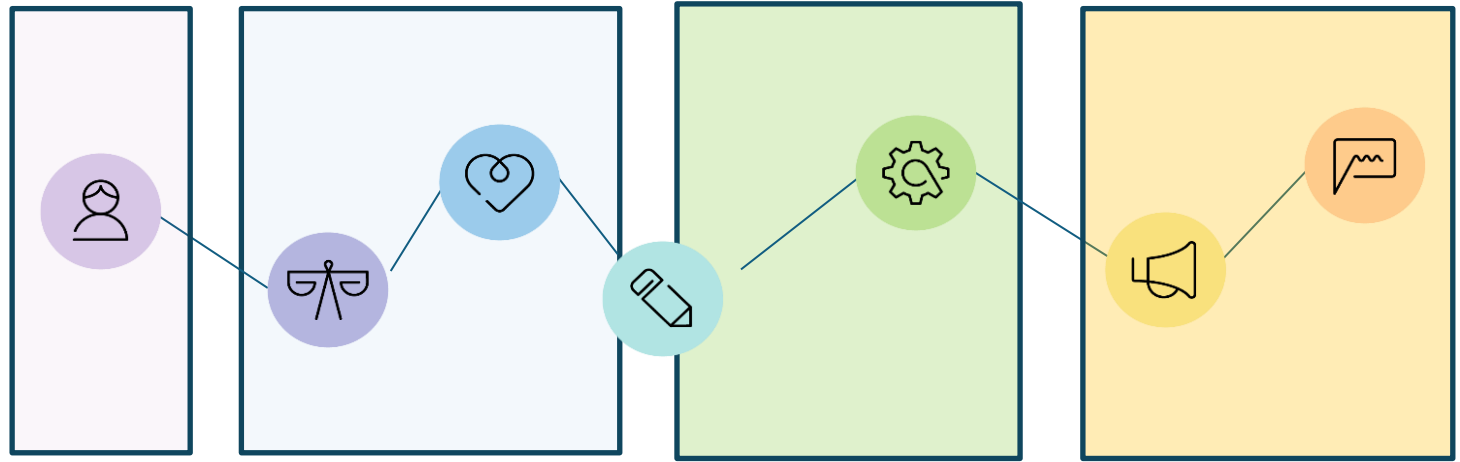




The **Women's Empowerment Principles (WEPs)** provide a framework for all businesses to guide their work towards gender equality **across their value chain** – regardless of size, sector or geography.

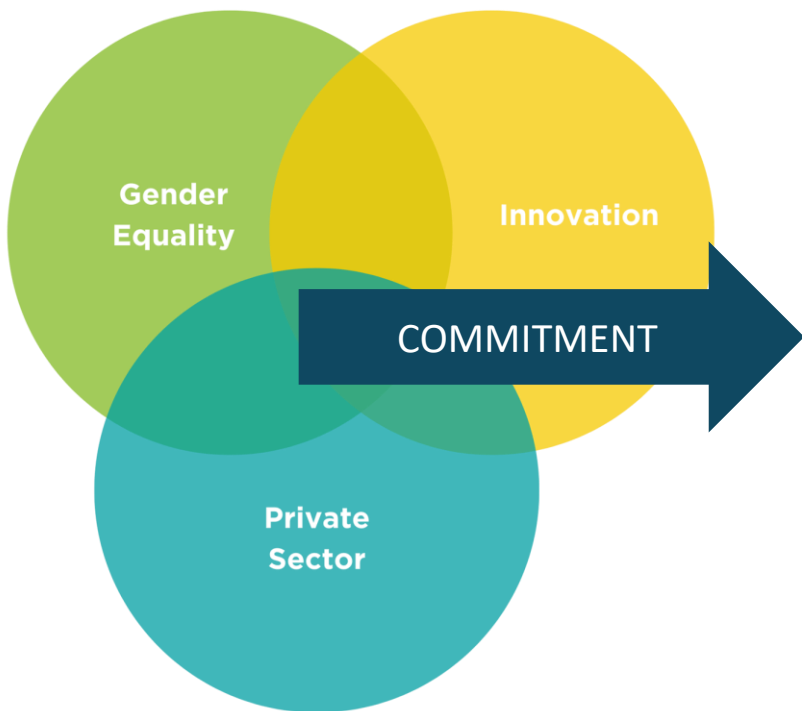
- 1. Gender-equal corporate leadership
- 2. Gender equality in the workplace
- 3. Employee health and safety
- 4. Education and training for women
- 5. Enterprise and supply chain development
- 6. Equality through community advocacy
- 7. Measurement and reporting

Leadership **Workplace** **Marketplace** **Community & Advocacy**



UN WOMEN HAS MORE THAN 10 YEARS EXPERIENCE IMPLEMENTING THE WEPs

Introducing a New Platform for Action and Impact



**ACCELERATED
ACTION &
IMPACT**



**Leveraging innovation capabilities
OF the private sector**
to address persistent societal challenges disproportionately impacting women and other disadvantaged groups* and therefore holding back progress towards more inclusive, sustainable and equitable economies and societies.

**Leveraging innovation
WITHIN the private sector**
to implement the Women's Empowerment Principles and close the "action gap" to create more gender-responsive businesses in the Asia-Pacific region.

DIVERSITY AND INCLUSION APPROACH

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The GAL Vision: Building a Long-term Platform for Action

FROM
4 COUNTRIES



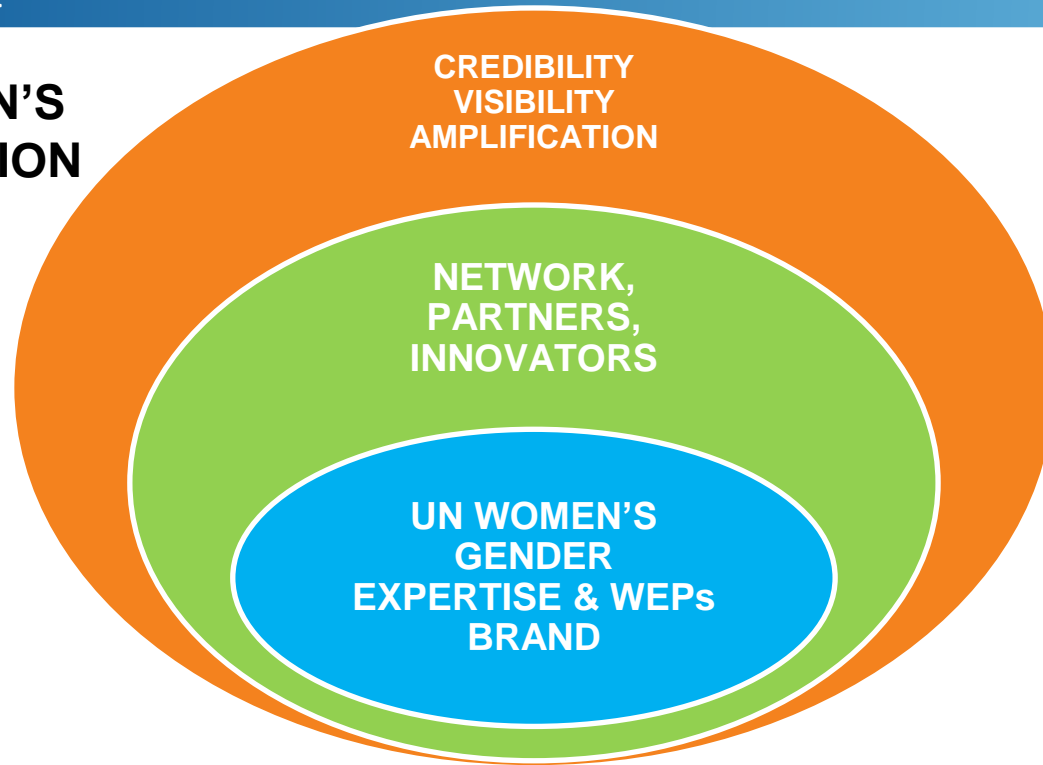
TO
Asia-Pacific



2024

2030 and Beyond

**UN WOMEN'S
PROPOSITION**



ACADEMIA & THINK THANKS NGOS & CIVIL SOCIETY FINANCIAL INSTITUTIONS

**MULTIPLE STAKEHOLDER
APPROACH**

GOVERNMENT INNOVATORS UN AGENCIES
REGULATORS

INNOVATION LABS INCUBATION & ACCELERATION PROGRAMMES APPLIED RESEARCH

**MULTIPLE ACTION
APPROACH**

DATA & EVIDENCE GENERATION SYSTEM LABS WEPs AWARDS & FORUM

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WHAT PRODUCTS ARE WE OFFERING UNDER GAL ?

(Local) WEPs Corporate Action LABS

Brings Corporates together in a specific country to develop and test new solutions.

Examples:

Disability Lab
Care Economy Lab

(Regional) Systems LABS

Different actors to look at systemic challenges designing solutions impacting the wider system.

Example:

Stock Exchange/ SEC Actions to advance Gender Equality

(Regional & Local) Entrepreneurship LABS

Bringing Impact Entrepreneurs together to address challenges related to Gender-Equality at regional and country level.

Example:

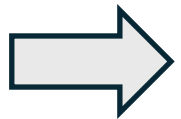
Climate Tech and Care Accelerator

RESEARCH

Bringing Impact Entrepreneurs together to address challenges related to Gender-Equality.

Example:

Impact Studies from Labs.
Innovation Research



RECOGNITION, LEARNING, AMPLIFICATION THROUGH WEPS AWARDS, WEPS FORUM AND ADVOCACY

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Phase 1: Awareness Raising and Engagement

AWARENESS

Engaging the Private Sector through WEPs Awareness Raising, Assessment and Action Planning Tools

THEMATIC INTEREST



Consultations with key private sector stakeholders across various WEPs topics

DEDICATED COHORT



Crafting a Key Challenge Statement and convening a small group of dedicated corporates ready to implement and pilot new solutions

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Phase 2: Corporate Action Labs – Key Approach

Country Labs



Regional Lab

ASEAN Countries



Thematic Focus Areas



Creating more inclusive workplaces for all, including people living with disabilities



Advancing family-friendly workplaces, notably through providing employer-supported care services



Implementing innovative practices for gender-responsive procurement

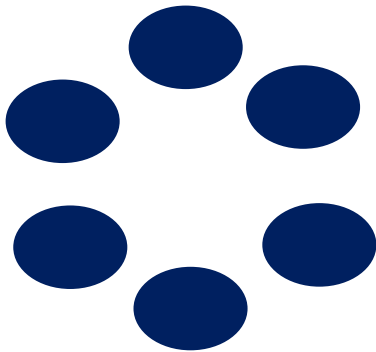


Strengthening accountability on gender-reporting within, for example, Environment, Social and Governance (ESG) frameworks

Cohort-based Learning, Innovation & Action

Key Challenge Statement: How might we accelerate women's advancement into leadership and remove the barriers they face once there, by creating more inclusive workplace cultures and systems?

Corporate Cohort



GAL Approach

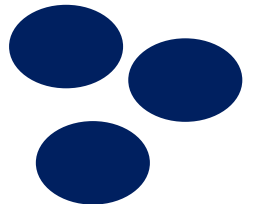
Innovation Methodologies to Co-Create New Solutions & Connect Corporates to Key Partners

Pilot Testing New Solutions 6-10 Months

HR Policies



SME providing capacity building & guidance



Infrastructure changes



Procurement from Women with Disabilities



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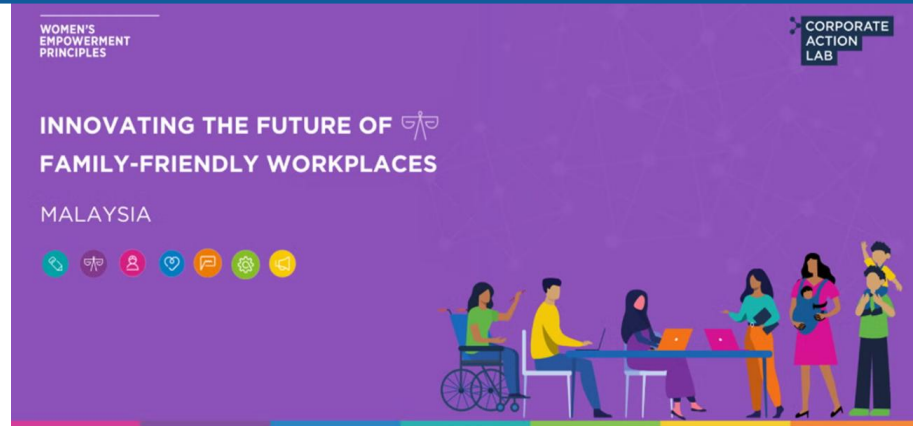
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First WEPsCAL launched in Malaysia on May 20!



IN THE NEWS

Berita RTM, 20 Mei 2025

TALENTCORP, UN WOMEN DAN LEADWOMEN LANCAR INISIATIF WEPSCAL UNTUK PERKASA KESAKSAMAAN GENDER DI TEMPAT KERJA

Sebanyak 11 syarikat daripada pelbagai sektor menyertai kohort pertama WEPs Changemakers Malaysia, antaranya AirAsia, FGV Holdings, Micron Memory, Kiddocare dan QSR Brands.

[BACA SELANJUTNYA](#)



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WEPsCAL launched for State-Owned Enterprises in Indonesia in July!

Pembuatan Visi & Rencana Aksi
untuk Kesetaraan Gender &
Pemberdayaan Perempuan

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UN Women, Government and
State-Owned Enterprises Unite
to Transform the Future of
Work for Gender Equality in
Indonesia

Date: Wednesday, 23 July 2025

[English](#) | [Bahasa Indonesia](#)



Jakarta, 23 July 2025 – UN Women is partnering with Srikandi BUMN, Danantara, the Ministry of State-Owned Enterprises and Forum Human Capital Indonesia to launch the first Women's Empowerment Principles Corporate Action Lab (WEPsCAL) in Indonesia.

SI

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Phase 3: Recognition, Best Practices and Recommendations

Asia-Pacific WEPs Awards



Asia-Pacific WEPs Forum



**!SAVE THE DATE!
2025 Forum
November 18-19
Kuala Lumpur**

More than 1,500 applications
More than 1,000 participating companies
More than 300 leaders and companies
recognized for their actions and impact

www.asiapacificwepsawards.org



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GENDER ACTION LAB
Cambodia

**Women's Empowerment Principles Corporate
Action Lab (WEPsCAL) on Inclusive
Leadership for Gender Equality in Business**

Online Information Session

August 15, 2025, 10:00 – 11:30am
Via Zoom

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WEPs Corporate Action Lab Phases and Stages

Phase 1: Awareness and Engagement



Phase 2: Corporate Action Lab



Phase 3: Recognition & Recommendations



Awareness Stage

Commitment Stage

Implementation Stage

Post Implementation Stage

Sharing Stage

Objective: To generate interest and understanding of GAL and the WEPs Corporate Action Lab

Activities:

- Thematic Area Challenge Brief Development
- WEPs Briefing Sessions
- WEPs Awards and GAL Launch
- GAL Focus Group Discussion
- IWD 2025 Events

Duration: Ongoing to Sep 2025

Objective: To secure commitment from companies to participate in the WEPs Corporate Action Lab by communicating the value proposition and expected outcomes.

Activities:

- Information Session
- CEO Roundtable Discussion
- One-on-one corporate engagements (*optional*)
- WEPs Gender Gap Analysis Tool (GAT) Training

Duration: 1-2 months (Aug - Sept 2025)



Objective: To guide participating companies through the process of developing and implementing action plans in the thematic area within their organizations.

Activities:

- Cohort Launch and Ideation Workshop
- Leadership Engagements
- 1-on-1 Update Sessions
- Cohort Progress Updates
- Cohort Learning & Sharing Sessions

Duration: 6-9 months (Sept 2025 – May 2026)

Objective: To document and evaluate impact of the cohort action plans.

Activities:

- Case study documentation
- Media Collateral development
- Sharing Panel & Closing Event

Duration: 1-2 months (June - July 2026)

Objective: To disseminate the findings and share success stories of the WEPs Corporate Action Lab to inspire broader action on gender equality and WEE.

Activities:

- Sharing sessions at regional and national levels
- Awareness events at regional and national levels
- 2026 WEPs Awards Recognition (**completers*)

Duration: August 2026 onwards

*** Note: Activities & duration are subject to change.**

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Awareness (and Pre-Commitment) Stage – Nov 2024 to July 2025



Activities:

- 2024 Cambodia WEPs Awards, Gender Action Lab Launch,
- Ring the Bell for Gender Equality 2025 with the Cambodian Securities Exchange (CSX) and Securities Exchange Regulator Cambodia (SERC)
- GAL Breakfast Discussions with select private sector companies
- UN Women and EuroCham International Women's Day Event and Certificate Ceremony for first group of WEPs signatories
- Rapid Landscaping Assessment and Validation Workshop
- WEPs Briefing Session with various business groups

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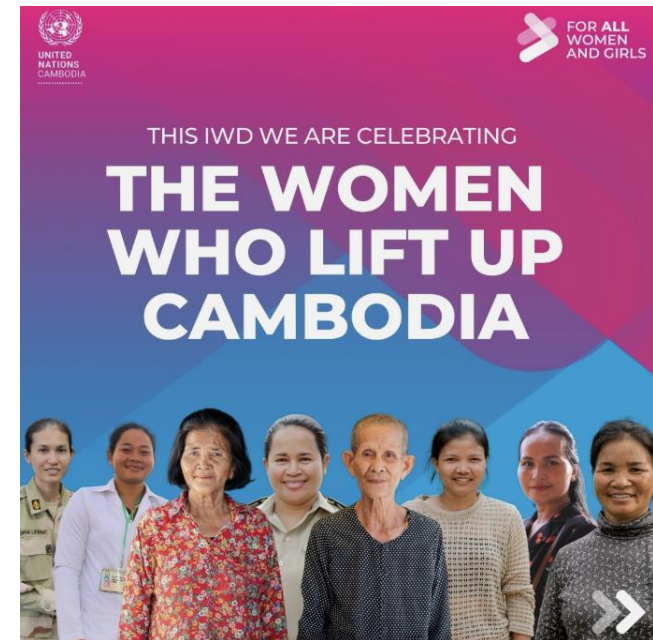


WEPs Corporate Action Lab will focus on 7-10 companies per cohort focusing on Fostering Inclusive Leadership for Gender Equality in Business

Key Challenge Statement: How might we accelerate women's advancement into leadership and remove the barriers they face once there, by creating more inclusive workplace cultures and systems?

Overview

- Female leaders remain underrepresented – only at 34% of firms owned by women, only 33% female managers in top roles. (*WEF-GGGR 2025*)
- Majority of women continue to dominate functional and/or support roles (human resource, marketing, etc.) despite make up 46% of graduates from Business, Admin and Law program (*WEF-GGGR 2025*) and are surpassing men in educational attainment.
- Gap in economic participation especially in traditionally male-dominated roles and high-growth sectors like technology.
- Factors such as harassment, unpaid care work, gender pay gap, entrenched cultural and social norms, etc. are still present.



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Supporting Business to Align with and Advance National Priorities

Key Challenge Statement: How might we accelerate women's advancement into leadership and remove the barriers they face once there, by creating more inclusive workplace cultures and systems?



Priorities of the Cambodian Government:

- **SDG 5: Gender Equality** is integrated across Cambodia's development agenda.
- **Pentagonal Strategy-Phase I (2023–2028):** aims to expand women's roles in economic development, leadership, and decision-making
- **Neary Rattanak VI (2024–2028):** emphasizes WEE, leadership, and participation, particularly in public decision-making and access to technical and vocational education.
- **Cambodia's Digital Economy and Society Policy Framework (2021–2035):** prioritizes digital participation and calls for the promotion of digital skills among women and girls to foster entrepreneurship.

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Exploring Innovative Solutions Together Through Multiple Pathways

Key Challenge Statement: How might we accelerate women's advancement into leadership and remove the barriers they face once there, by creating more inclusive workplace cultures and systems?

WEPsCAL presents an opportunity to:



Build a sector where **women are not just included but positioned to lead** from the ground up.



Design an **equal playing field** that values inclusive leadership, innovation, and diversity over inherited hierarchies.



Develop the leadership pipeline with **intentional strategies** that zero-in on gender-responsive policies, mentorship, and exposure to decision-making roles.

Examples of initiatives

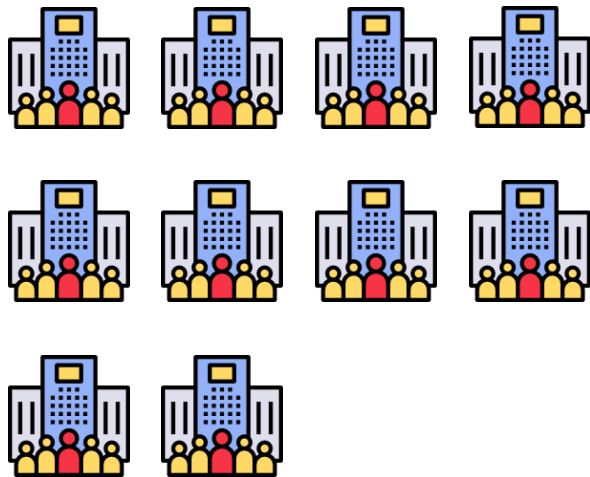
- **Conducting formal training programmes** (e.g., executive coaching, sponsorship and mentorship)
- **Championing flexible work** (e.g., normalize work-from-anywhere especially for women with care responsibilities)
- **Setting clear targets, KPIs, or quotas (!)** (e.g., increase potential women leaders in the pipeline)
- **Challenging traditional views of merit in recruitment and promotion strategies**

...AND MANY MORE!

How do we do it: The Cohort Approach

Key Challenge Statement: How might we accelerate women's advancement into leadership and remove the barriers they face once there, by creating more inclusive workplace cultures and systems?

Corporate Cohort



Corporate Action Lab Approach

Innovation of Methodologies to Co-Create New Solutions and Connect Corporates to Key Partners ("solution providers")

Pilot Testing New Solutions 6 – 9 Months

Mentorship and Sponsorship Programmes*



Executive Coaching*



Setting leadership targets and quotas*



Investing in leadership development*



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What are you signing up for?

Our Commitment

- **Provide support to develop individual company action roadmap with clear targets and impact indicators** to address issues in thematic area
- **Provide 1:1 problem solving, expertise, case studies, benchmarks and networking** related to the thematic area
- **Facilitate meaningful interactions and problem-solving within the cohort and regional peers** through tailored workshops and learning exchanges
- **Facilitated use of the WEPs Gender Gap Analysis Tool (GAT)** to analyze your gender equality performance across the value chain
- **Facilitate connections to innovators, and other strategic partners** within the networks of UN Women and the cohort.
- **Provide recognition and visibility** at the national, regional and global levels for your actions.



Your Commitment

- **Work together with peers and experts** to co-create innovative solutions and actions to address the WEPs CAL thematic issues
- **Appointment of 2 representatives** to participate in WEPs CAL online/in-person/hybrid activities
- **C-suite level support and involvement** of the programme and its execution (when necessary) via **an appointed C-suite level officer**
- **Set targets and develop a work plan** for solution implementation over 6-9 months
- **Implement the solution(s) and report progress** through multiple sessions
- **Active engagements and ethical sharing of solution details** within a cohort over 6-9 months
- Become a **WEPs signatory**

ROI: What's in it for your company?

Increase in Value



- **Global:** Gender-balanced leadership teams are correlated with **25% greater increases in valuation**, as compared to unbalanced teams (*Value for Women, 2024*).
- **Regional:** SEA companies where women account for **more than 20% of the management team have approximately 10% higher innovation revenue** than companies with male-dominated leadership. (*Boston Consulting Group, 2020*).
- **Local:** A recent **DEI survey** in Cambodia found that **over 80% of employees believe equity-related initiatives**, including gender diversity, **positively affect the workplace.** (*Coderaline 2024*)

Compliance



- Contributing to UN Sustainable Development Goals (SDGs)
- **Aligning with Environmental, Social and Governance (ESG) and SDG metrics** increasingly expected by global buyers, impact investors, and development partners
- **Supporting Cambodia's Pentagonal Strategy-Phase I (2023–2028)**, which prioritizes increasing women's participation in the economy, leadership, and entrepreneurship
- Gaining the knowledge that you need to increase compliance to gender equality-related legislation and DEI requirements

Direct Benefits

Expertise & Networking



- Access to UN Women's expertise in gender equality
- Connection to UN Women industry experts
- Networking between other GAL countries and cohorts
- Experience cohort-based learning and support as one undertakes improvement of gender equality in the workplace

Visibility & Recognition



- Launch PR/media piece featured on UN Women Asia-Pacific website
- Incorporation of UN Women WEPsCAL branding in your collaterals
- Opportunities for regional and/or international UN multi-stakeholder event & media appearances to be positioned as a thought leader
- **Exclusive benefits for Cohort Completion (!)**
- Recognition at the WEPs Awards and WEPs Forum
- Documentation of your company's initiative as a case study to be featured on UN Women's platforms

Projected Timeline

Note: Activities are subject to further refinement due to pending holidays and prior commitments.



C-suite Representation



Company Focal Points

Aug 2025

Sept 2025

Oct - Nov 2025

Dec 2025 – Jan 2026

Feb - April 2026

Application Period

- Conduct of information sessions
- Review and selection process
- Cohort announcement



Cohort Launch and Baseline Workshop

- Cohort Orientation + GAT Training
- Cohort Launch with C-suite & Ideation Workshop (3 days)



Progress Meeting

- C-level approval and finalization workplan with KPIs
- 1-on-1 session/s per company (*on request basis*)
- Asia-Pacific WEPs Forum



Mid-point Progress Meeting

- Progress update session/s
- Peer to peer sessions (optional)
- 1-on-1 session/s per company (*on request basis*)



Mid-point Progress Meeting

- Progress update session/s
- Sharing and learning exchange/s (1 session)
- 1-on-1 session/s per company (*on request basis*)



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Projected Timeline

Note: Activities are subject to further refinement due to pending holidays and prior commitments.

May 2026

May-June 2026

July 2026 onwards

Final Progress Meeting

- Progress update session/s
- 1-on-1 session/s per company (*on request basis*)



Documentation and Post-Survey

- Document learning and impact of initiatives (e.g., case study development)
- Feedback and cohort learning exchange (1 session)



Public Event and Promotion

- Closing event and plenary sharing
- Media promotion and recognition in UN Women platforms
- Further monitoring and reporting of initiatives



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Projected No. of Days for Participating Companies

Month	Activity	Total Number of Days Required*	
		C-suite Level Representative	2 Focal Points (per company)
1	<ul style="list-style-type: none"> Cohort Launch Baseline Workshop / Brainstorming Sessions 	0.5 days	3 days
2 and 3	<ul style="list-style-type: none"> Progress Meeting: Sensemaking Session and Workplan Development 	-	1 day
4 and 5	<ul style="list-style-type: none"> Mid-point Progress Meeting & Learning Exchange 	-	1 day
6, 7 and 8	<ul style="list-style-type: none"> Mid-point Progress Meeting & Learning Exchange 	1 day	1 day
9	<ul style="list-style-type: none"> Final Progress Meeting & Learning Exchange 	-	1 day
10 and 11	<ul style="list-style-type: none"> Documentation Post-survey 	-	1 day
12	<ul style="list-style-type: none"> Closing Event and Promotion 	1 day	1 day

<p><i>Additional contingencies days that may be required throughout the implementation period (only if needed)</i></p> <p><i>e.g., problem solving sessions, discussion with company's board and leadership team/s, etc.</i></p>	3 days	7 days

**Does not include the days needed by the focal points to implement the actual solution/s*

WEPsCAL in a nutshell

WEPsCAL is...

- A unique initiative to foster corporate ingenuity to develop concrete solutions to critical gender equality issues
- A cohort-based learning approach to support the implementation of solutions and learn from peers
- A 6 to 9-month long commitment with regular progress updates from the participating companies on their action plans

WEPsCAL is NOT...

- A training programme for any specific skills
- A paid programme - *though your resources may be required to implement the solutions in your organization*
- A 'one and done' event - *it is continuous to ensure sustainable implementation*
- A consulting/business advisory engagement

2024 WEPs 2nd Runner up: Bun Khim, Mekong Inclusive Ventures



Mekong Inclusive Ventures



For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

- **WEPs Principle 1:** Khim Bun leads Agile's inclusive programmes promoting digital literacy, entrepreneurship, and social protection for women and persons with disabilities. Her leadership reflects a strong commitment to advancing gender equality through practical, community-based initiatives.
- **WEPs Principle 5:** In partnership with WeMall, Khmum E-shop, and FASMEC, Khim has delivered financial literacy and access-to-capital training to over 800 women-led micro and small businesses, helping them gain skills and grow their enterprises.
- **WEPs Principle 6:** Khim has developed and delivered training on cyberbullying, financial literacy, and social health protection, reaching hundreds across eight provinces. Her research on healthcare barriers for persons with disabilities has informed policy discussions and strengthened inclusion.

Presentation at WEPs Deep Dive Series by Ibis Rice



2025 WEPs Deep-dive series: #16 Creating Employment for Women Living in Poverty

UN WOMEN

Today's Speakers

Nim Deshpande Managing Director Good Business Lab	Nicholas Spencer CEO IBIS Rice	Kim Heang Chhun Head of Impact IBIS Rice	Alp Aksoy Vice President, Corporate Accounts & Enterprise Solutions Diversey, a Solenis Company	Izabela Erşahin Executive Director Sustainable Journey	Lais Fernanda Souza Diversity, Equity and Inclusion Manager Accor

7:03 / 1:30:52

HOW WEPs INFLUENCED US

- ✓ Integrate Women's Empowerment Principles as a socially purposeful company, to drive change within the Ibis Rice's workplace, marketplace, and communities
- ✓ Engage and empower women in producer groups and governance roles.
- ✓ Reinforce support for women's confidence, leadership, and negotiation.

What to expect in the WEPs CAL Application Form



The online application form (via Microsoft Forms) contains the following sections:

- **Company Eligibility Criteria**
- **Company Details**
- **Company Representatives**
- **Company Background Information and Existing Gender Equality Policies**
- **Company Motivation**
- **Data Protection and Consent Statement**

The form will be active to receive applications from **15 Aug 2025 to 12 Sept 2025**.

The form should only take **30-45 minutes** to complete.

Those who apply will be filtered, and a cohort will be selected. You will be informed on **15 Sept 2025** if you are accepted to be a part of the cohort.

Online Application Form:

<https://bit.ly/wepscalcambodiaapply>

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You are in good company!



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Application period: From Today until 12th September 2025



Online Application Form and QR Code >

<https://bit.ly/wepscalcambodiaapply>

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Plenary and Feedback Session



Go to <https://www.menti.com>
and type the code 4627 8872



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Immediate Next Steps



- **Inform your C-suite level executives** regarding the program and our interest in having your company as one of the participants
- **Fill out the application form** if your company is interested in being a part of the Corporate Action Lab.

Timelines to take note of:

Cohort Applications submission timeline:

15 Aug– 12 Sept 2025

Cohort review and selection period:

Ongoing until 12 Sept 2025

Cohort announcement date:

15 Sept 2025

WEPs GAT Training

Week of 19 Sept

Cohort Launch Event:

Sept 28 2025

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For inquiries, please reach out:

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Thank you!