
**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Women's Economic Empowerment in AVCs through the WEPEs



United Nations
Global Compact



BARRIERS WOMEN FACE IN ASIA PACIFIC ECONOMIES

In Asia and the Pacific, women are present throughout value chains as producers, business owners, executives, employees, distributors, and consumers. However, they face significant barriers in the region. Including:



Over-representation in vulnerable and informal employment



Taking on the majority of unpaid care work



A gender pay gap of 15%



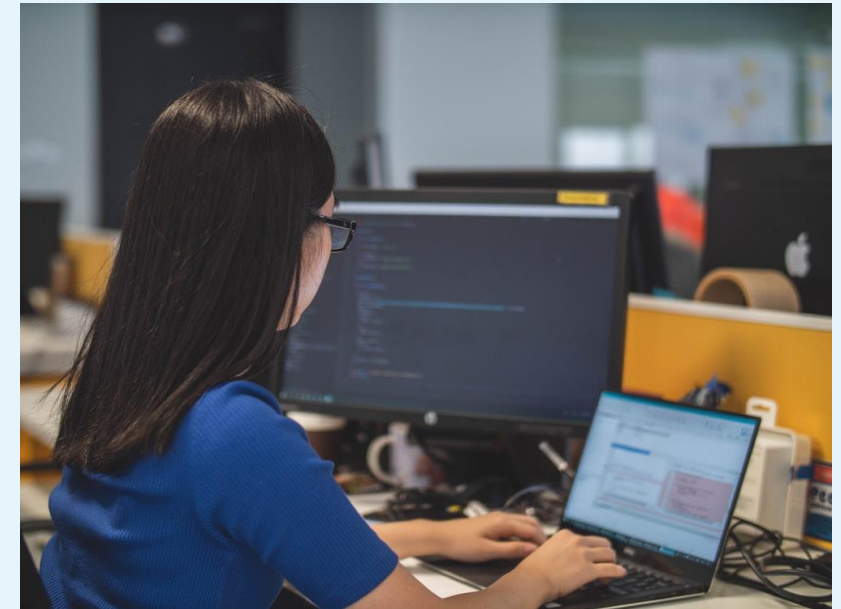
Underrepresentation in leadership



Sexual harassment and violence



Gender gap in STEM skills and low participation in the tech sector



If Asia-Pacific continues at the 2006-2019 rate of change, closing the economic gender gap will take



100 years

World Economic Forum. Global Gender Gap Report 2020

PROMOTING WOMEN'S EMPOWERMENT

A TRIPLE WIN FOR BUSINESS



**WOMEN'S RIGHTS
HUMAN RIGHTS**


Gender equality drives economic growth and improve business performance.



USD 4.5 trillion

Could be added to Asia-Pacific economies by 2025 through addressing gender gap and advancing gender equality.

McKinsey & Company, 2018



5 GENDER EQUALITY

Achieve gender equality and empower all women and girls



BUSINESS: SUPPORTING WOMEN'S EMPOWERMENT BENEFITS BUSINESS

Advancing women's empowerment **drives economic growth** and **supports business performance and resilience** through:



Innovation

6 times higher in companies where men and women are treated equally



Cost savings & productivity

More diverse companies **have lower turnover rates**

Factories that invest in women's empowerment see a **22% decrease in the number of products requiring rework** and a **4.5% decrease in turnover**



Market growth

Women account for over **\$20 trillion in consumer spending** per year and are the fastest growing consumer economy

By 2028 women will control close to **75% of discretionary spending worldwide**



Trust and credibility with employees, consumers and stakeholders



Gender equality can drive economic growth and improve business performance.



USD 4.5 trillion

Could be added to Asia-Pacific economies by 2025 through advancing women's equality .

McKinsey & Company, 2018








THE WOMEN'S EMPOWERMENT PRINCIPLES



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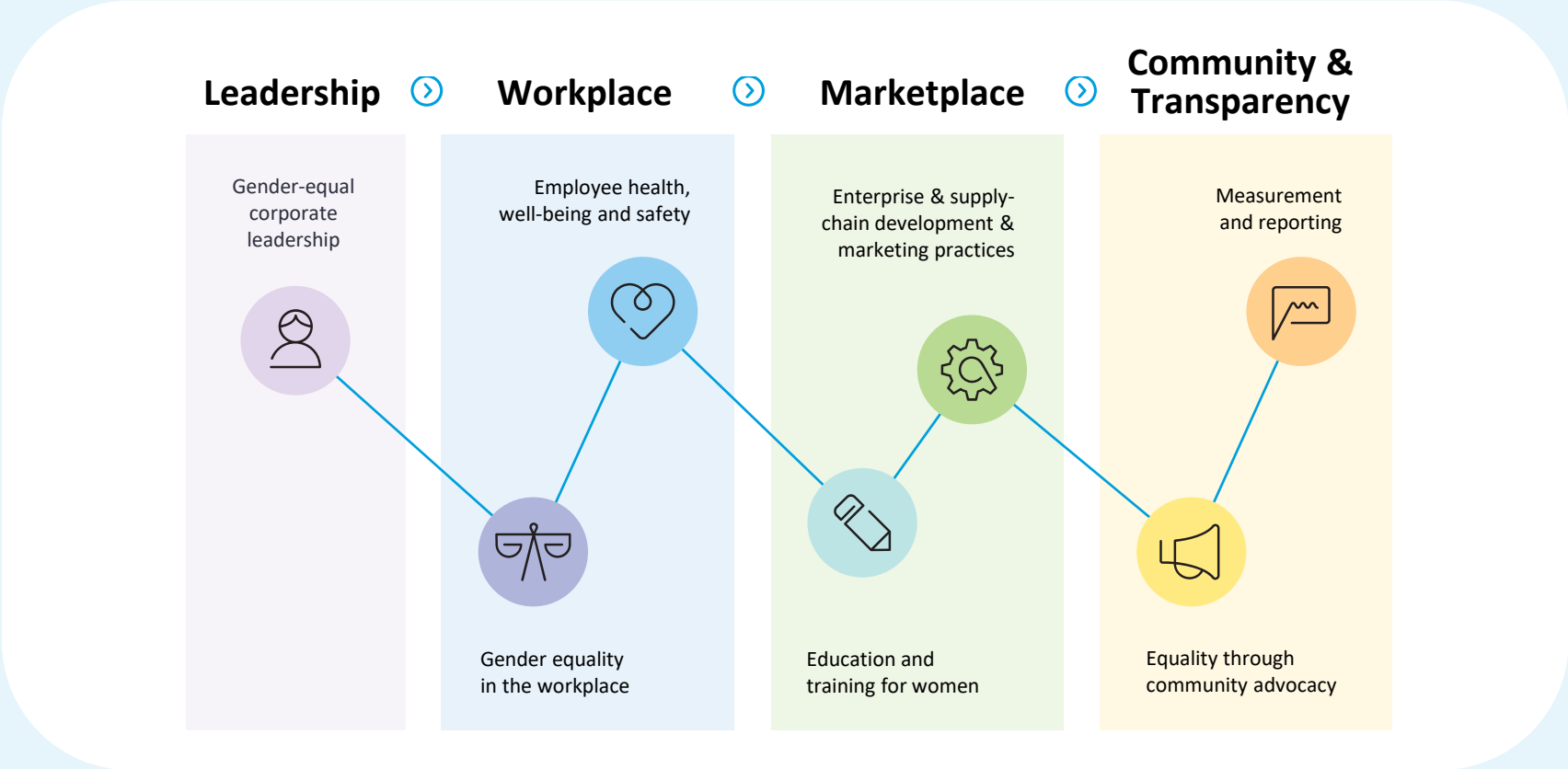
About the WEPs

- Launched in 2010 by the UN Global Compact and UN Women
- A platform to mobilize business action for the Sustainable Development Goals (SDGs)
- A Framework to guide all businesses - regardless of size, sector or geography - to empower women in the workplace, marketplace and community
- A Community of Action & Practice

- Principle 1  Establish high-level corporate leadership for gender equality.
- Principle 2  Treat all women and men fairly at work – respect and support human rights and nondiscrimination.
- Principle 3  Ensure the health, safety and well-being of all women and men workers.
- Principle 4  Promote education, training and professional development for women.
- Principle 5  Implement enterprise development, supply chain and marketing practices that empower women.
- Principle 6  Promote equality through community initiatives and advocacy.
- Principle 7  Measure and publicly report on progress to achieve gender equality.

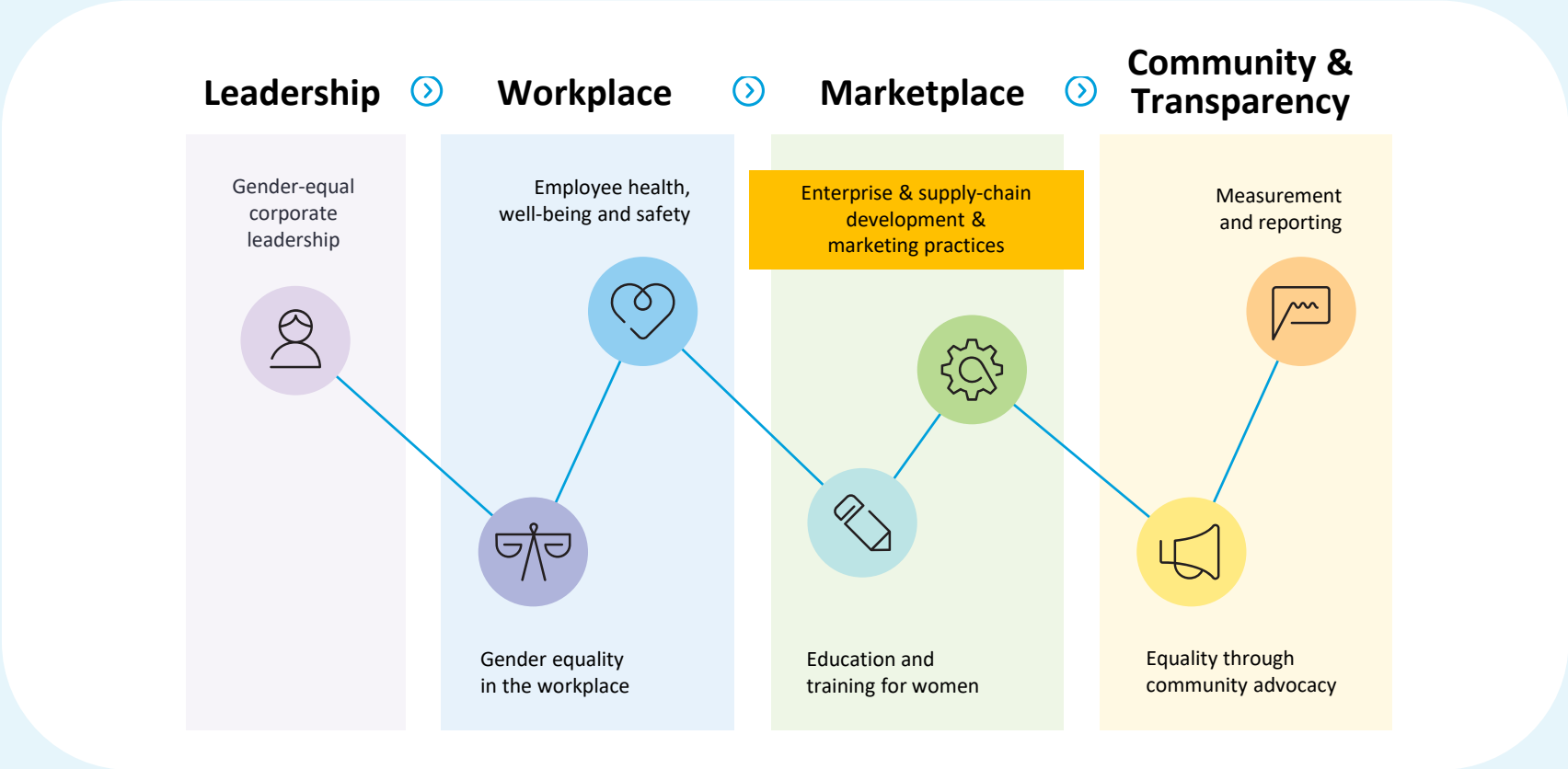
A VALUE CHAIN APPROACH TO WOMEN'S EMPOWERMENT

The WEPs provides value chain approach to women's empowerment beginning with **leadership**. Each principle addresses an area of the value change across **workplace, marketplace** and **community**.



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Principle in Action

ENTERPRISE AND SUPPLY CHAIN DEVELOPMENT



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PRINCIPLE 5: ENTERPRISE AND SUPPLY CHAIN DEVELOPMENT



- ✓ Procure from women-owned/led enterprises
- ✓ Address credit and lending barriers
- ✓ Collaboration with business partners and peers
- ✓ Gender-responsive media and advertising
- ✓ Product, service, and facility design and delivery for women



More women
than men
entrepreneurs
introduce

innovations (new products and
services) in developed economies.
(WEConnect International, 2017)



Results from the WEPs Gender Gap Analysis Tool found that, as of 2020, only **6% of companies include gender in auditing protocols, supplier scorecards, or other supply chain management tools**, and only **4% track spending with women-owned business** (BSR and UNGC, 2020).

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PRINCIPLE 5: ENTERPRISE AND SUPPLY CHAIN DEVELOPMENT

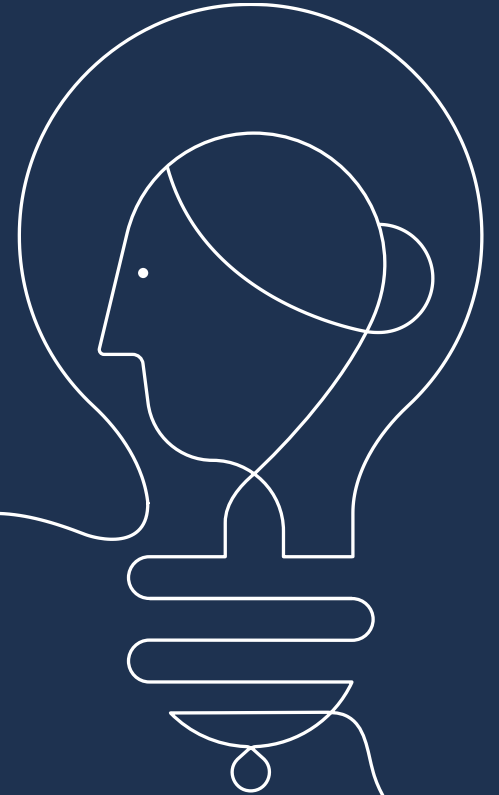


Do you recall any local or international advertisements that have either reinforced stereotypes or broken them?

How did they make you feel about that brand, and buying that product?

03

THE WEPs JOURNEY



THE WEPs JOURNEY

Learning

about the WEPs: the company becomes familiar with the 7 principles and policies and actions to support women throughout their operations.



Considering

Considering

Joining the WEPs: The company assesses its current gender equality performance using the WEPS [Gender Gap Analysis Tool](#).



Signing

Signing

the [WEPs CEO Statement of Support](#): The company's CEO signals their intention to integrate and implement the WEPs from the board room, to the workplace, along the supply chain to community.

Activating

the WEPs: The company uses the **WEPs Action Planning Tool** to develop a gender action plan and implements gender-responsive policies and practices.



Activating

Sustaining

the WEPs: The company sustains their commitment by reporting against the **WEPs M&E Framework** to review progress and take corrective measures as needed.



BUILDING THE WEPs COMMUNITY in PH



- **Visibility and Communication:** platform to feature work, initiatives and programmes across different industries
 - video features launched and promoted via UN Women Asia Pacific platforms
 - publications and features widely distributed and often referenced by companies, scholars and advocates
- **Learning Opportunities and Support:** Learning and knowledge exchange sessions among company champions and advocates, awareness sessions on important issues linked to WEPs, training courses offered by partner organizations and collaborators
 - WEPs Learning Series co-organized by Makati Business Club
 - Womenar Series in partnership with WomenBizPh
 - AIM developed Training module on Gender Inclusive Human Capital Management
 - PSE RTD on Gender Inclusive Workplace
- **Access to tools:** Gender Assessment / Action Planning , specific COVID-19 tool and a range of new tools that are regularly developed.
- Jointly **develop and implement women’s empowerment programs** with UN Women to address crucial areas
- **Co-create larger individual programs** and/or jointly run communications and/or advocacy campaigns advancing gender-equality at large with UN Women .

8 Companies

The Philippine Stock Exchange, Inc.

Financial Services | Asia and the Pacific | Philippines | 10 March 2020
[View Company Profile](#)

ZALORA Philippines

Apparel Retailers | Asia and the Pacific | Philippines | 07 February 2020

Avon Cosmetics Inc.

Personal Goods | Asia and the Pacific | Philippines | 19 August 2019

Sodexo On Site Services Philippines

Food Producers | Asia and the Pacific | Philippines | 27 July 2018

Flux Design Labs, Inc

Media | Asia and the Pacific | Philippines | 26 October 2017

Schneider Electric Philippines, Inc.

Electronic & Electrical Equipment | Asia and the Pacific | Philippines | 26 February 2016

ANZ Bank (Philippines) Ltd.

Banks | Asia and the Pacific | Philippines | 19 June 2015

Cebu Magazine Exchange Incorporated

General Retailers | Asia and the Pacific | Philippines | 16 September 2010



Ramon Monzon (M)

President and CEO

Ensure that all employees have equal access to all training and development programs offered by the Exchange, including, but not limited to, information sessions, skills improvement training and leadership capacity building. Establish a safe workplace for all employees through development and enforcement of policies for the protection of employees such as Harassment-Free Workplace. Ensure that all employees are treated fairly and equally in all mentoring programs, both formal and informal, offered by the company. Articulate the company's support to women empowerment and the positive impact of inclusive policies to all genders.

THANK YOU

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