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# WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office



## CALL TO ACTION ON EQUAL PAY FOR WORK OF EQUAL VALUE

### 1. DETERMINE WORK OF EQUAL VALUE AND REVIEW REGULARLY

To identify gender pay gaps and establish work of equal value it is necessary to gather comprehensive pay data and perform pay equity analyses of compensation practices.

### 2. PROMOTE PAY AND REWARD TRANSPARENCY

Setting and sharing publicly the criteria used to determine pay and reward structures can help employers and employees ensure transparent, fair and non-discriminatory processes. It also motivates greater productivity and team collaboration.

### 3. STOP REQUESTING PAY HISTORY

Basing current wages on previous wages perpetuates the existing gender pay gap. This means that a woman's (or man's) pay history or past salaries should not determine the level of the present or prospective salary, but rather the value of the job itself.

### 4. SUPPORT COLLECTIVE BARGAINING

Collective bargaining arrangements are associated with less wage inequality and can help reduce gender pay gaps.

### 5. OFFER PAID PARENTAL LEAVE

Offering paid maternity, paternity and parental leave, and encouraging men to take time off for care responsibilities, can help reduce gender pay gaps and the motherhood penalty.

### 6. SUPPORT FLEXIBILITY

Widespread perception that presence at the worksite is more valuable, makes it more often rewarded. This adversely affects women given their disproportionate responsibility for domestic work and their greater reliance than men on flexible working arrangements to manage their paid and unpaid work.

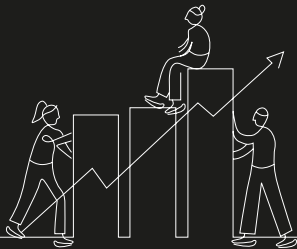
### 7. ALLOCATE A DEDICATED BUDGET

Companies should allocate a special (temporary) budget to eliminate historic differences in wages between women and men.



# Equality Means Business

Sign the Women's Empowerment Principles  
**and say #WeCommit** to advancing gender  
equality in the workplace, marketplace and  
community. Make today your signature  
moment at [weps.org](https://weps.org)



## WOMEN'S EMPOWERMENT PRINCIPLES

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.

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