

WOMEN'S EMPOWERMENT PRINCIPLES

SEPTEMBER 2020

WEPS IN ACTION



PRINCIPLE 1

Establish high-level corporate leadership for gender equality

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CASE STUDY: POSTE ITALIANE PRIORITIZING GENDER EQUALITY

CONTEXT

Poste Italiane is the largest logistics operator in Italy and a leading player in the financial, insurance and payment services sector. Over the last 157 years, the firm has developed a network of more than 12,800 post offices, 126,000 employees, financial assets of €514 billion, and a 35 million customer base.

Poste Italiane is an integral part of Italy's social and economic fabric. With over half its workforce made of women, the firm sees gender equality and women's empowerment as priorities that start at board-level.

ACTIONS

Promoting gender equality and women's empowerment has always been a priority for Poste Italiane and is embedded in the company's corporate culture.

The firm has a board diversity policy setting out specific criteria to ensure gender balance at the very top. Over the years, the company has built on this with several initiatives enhancing diversity and gender equality at all levels.



PRINCIPLE 2

The policy was developed in accordance with international standards, including the [Women's Empowerment Principles](#), the [Universal Declaration of Human Rights](#), and the [United Nations Convention on the Elimination of all Forms of Discrimination Against Women](#). It also draws on the firm's code of ethics and policy for the protection of human rights to inform its fundamental principles.

Initiatives include an equal opportunities charter and various employee engagement opportunities.

In February 2020, the company adopted a diversity and inclusion policy. This policy formalizes the company's commitment to promote

Poste Italiane is committed to overcoming stereotypes, discrimination and prejudice, aiming to create an environment where each individual can fulfill his or her potential.

The company works hard to raise awareness at all levels, with policies and supporting actions to actively promote equal opportunities, work-life balance, and caregiving responsibilities.



PRINCIPLE 2

The company has increased the number of women taking part in programmes to develop leadership and management skills, improving access to internal promotions and ensuring improved gender balance in senior roles.

The company is also committed to fighting gender-based violence and has a policy on harassment and violence in the workplace. This is designed to highlight the issues and create awareness, with a plan to reintegrate victims of violence in the workplace.



PRINCIPLE 3

Poste Italiane has set out sustainability objectives related to diversity in the firm's strategic plan and these are reported and monitored through the company's annual report available on their corporate website.

GOALS

- Increase women's involvement in staff development plans.
- Adopt a specific strategy to ensure more female representation in middle management positions.



PRINCIPLE 2

- Invest in mentorship programmes to encourage leadership styles that are in line with gender equality policies.



PRINCIPLE 4

- Carry out training and cultural awareness interventions to improve awareness of the value of gender diversity among men and women.
- Deliver unconscious bias training aimed at overcoming stereotypes in the workplace.
- Deliver listening and communications campaigns to improve corporate awareness of diversity and inclusion.



PRINCIPLE 4

TARGETS

- An increase by four per cent of women involved in staff development plans by 2022.
- An increase by two per cent of women in middle management positions by 2022.
- More than 50 per cent of female mentors trained by 2021.

- 60 per cent of the company's workforce trained on the value of gender diversity by 2022.
- Two communications and awareness plans implemented by 2022.
- Three communications campaigns/surveys implemented by 2021.

KPIs

- Percentage of women involved in staff development plans compared to the average achieved in the period 2016-2018.
- Percentage of women in middle management positions.



PRINCIPLE 2

- Percentage of female mentors trained.
- Percentage of the company workforce trained on the value of gender diversity by 2022.
- Number of communication and awareness plans implemented.
- Number of integrated communications campaigns (internal/external) and number of surveys carried out on the intranet.



PRINCIPLE 4

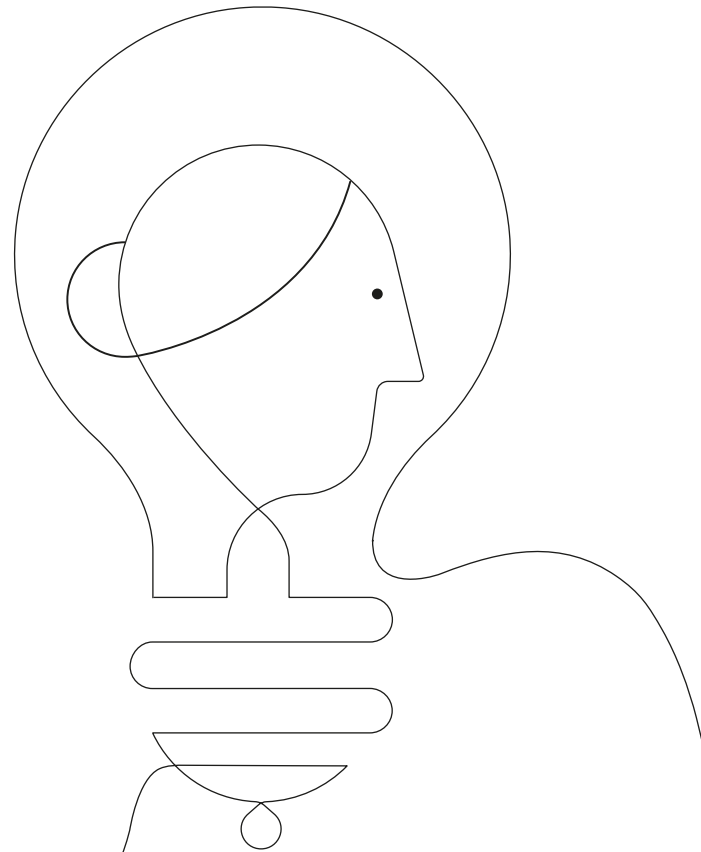
Both centrally and locally, the human resources department is responsible for ensuring diversity at all levels and for implementing corporate policies. People Care and Diversity Management, an ad hoc team introduced in 2019, highlights the attention paid to diversity and inclusion issues and in coordination with the risk governance function, works to drive cultural and organizational change on diversity and gender-based issues.








An organization-wide taskforce with representatives from all parts of the company is involved in setting objectives and evaluation metrics. The work of the taskforce is included in public company documents, made available both internally through online events and to key stakeholders through annual stakeholder forums.


The firm has in place a number of mechanisms to measure the effectiveness of work around diversity and gender equality. The group's risk management department monitors any reported gender and diversity issues, including breaches of human rights and gender policies. The company reports annually on progress – all information is reviewed and approved by the company's board of directors.

HOW THE WEPs SECRETARIAT CAN SUPPORT


Support from the WEPs secretariat on the design and implementation of plans and policies which seek to promote gender equality and women's empowerment would help cement the firm's position as a global leader on gender equality.



- 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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Produced by:

In support of:



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Established by UN Women and the
UN Global Compact Office

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