



Dear WEPs signatories and friends,

Welcome to the last 2020 news update from the WEPs Secretariat. As we are approaching the end of this year, we would like to thank you for supporting and contributing to our achievements this year. 2020 was a challenging year for all of us, but we look forward to 2021 with a lot of optimism.

We are happy to announce that our community is growing rapidly and that we now have more than 4, 000 WEPs signatories. About 300 signatories have created profile pages, reiterating a high-level commitment to gender equality and women's empowerment. For those who haven't done so yet, join them by creating your company's profile page. [For guidance on how, see here.](#)

We've had such a busy year that in January, our team will be taking a well-deserved break. Expect fewer updates from us over the coming weeks.

But first, we would like to share some of our latest work that we think you will enjoy.

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**WEPs Learn**



We would like to welcome you to our recently launched WEPEs Learn! This platform strives to equip women with new skills, capacities and characteristics to succeed in the digital labour market. It also offers learning opportunities for WEPEs signatories to deepen their implementation of the Women's Empowerment Principles. Start your learning journey.

## The Power of Partnerships for Achieving Gender Equality



This short documentary showcases the role and responsibilities of stakeholders, particularly the private sector, in advancing gender equality in the world of work. It covers the period from 1995 – when the Beijing Declaration and Platform for Action was adopted at the Fourth World Conference on Women – up until the present day.

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## NEW KNOWLEDGE PRODUCTS

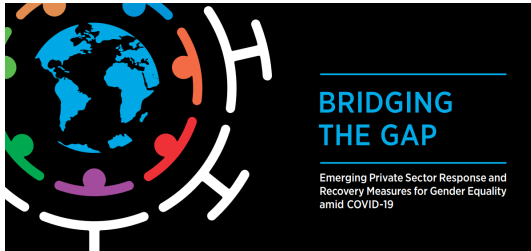
### The Power of Working Together: Emerging Practices that Advance Women's Economic Empowerment

This booklet is inspired by the promising



practices collected by the WE EMPOWER-G7 Programme during 2018-2020. Its purpose is to share the ways in which G7 and EU governments and companies are working together to promote gender equality in the workplace, marketplace and community.

[Read the booklet here.](#)



As COVID-19 widens global gender gaps, IFC and UN Women partnered to showcase emerging practices of companies and organizations around the world to ensure the economic inclusion and social well-being of their employees, customers, and suppliers, as well as local communities.

[Read the full report here!](#)

## LEADERS IN ACTION

**LEADERS IN ACTION**  
*Jessica van Thiel and Shivani Singh*  
 Co-Founders & Managing Partners,  
 PATHFINDER

**INNOVATION AND SOCIAL DESIGN  
 FOR A GLOBAL IMPACT**

This *Leaders in Action* piece follows the journey of PATHFINDER co-founders Jessica van Thiel and Shivani Singh. It explores their different backgrounds, skills, and the company's strength as a team working together across continents.

[Read the full interview](#)

**LEADERS IN ACTION**  
 磯田 綾子  
 代表取締役  
 株式会社クレアン

25歳で起業、CSR報告書、SDGsコンサルティングの先駆け  
 「次世代への情熱は誰にも負けない」

Read about the journey of Ayako Sonoda, the founder of Cre-en Inc. The Japanese business consulting firm specializes in sustainability management and SDGs reporting.

[Read the full interview](#)

## COMPANY CASE STUDIES

**WEPs IN ACTION**

**PRINCIPLE 1** Establish high-level corporate leadership for gender equality

Contents
1. Context
2. Actions
3. Goals
4. Targets
5. KPIs

CASE STUDY: BANCO SANTANDER  
**SHIFTING CULTURE TO BOOST GENDER EQUALITY**

Banco Santander, a global financial services company based

**WEPs IN ACTION**

**PRINCIPLE 3** Ensure the health, safety and well-being of all women and men workers

Contents
1. Context
2. Actions
3. Challenges
4. Results
5. Recommendations

CASE STUDY: CAPGEMINI  
**WOMEN'S LEADERSHIP DEVELOPMENT AT A GLOBAL SCALE**

Capgemini, a company rooted in consulting, digital transformation,

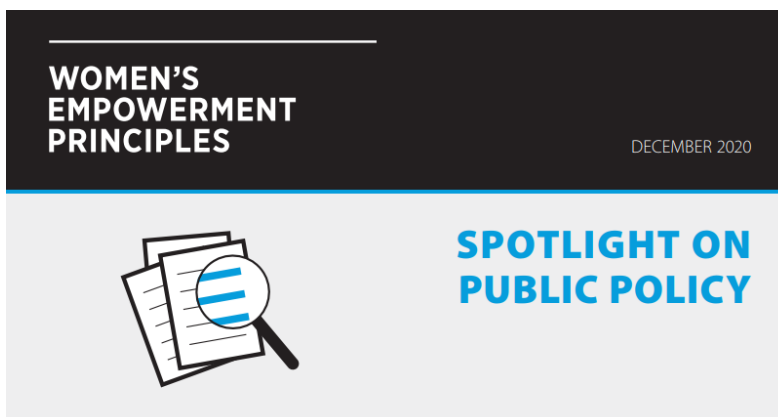
in Spain, considers diversity and inclusion a priority. Learn more about the company's gender equality action plan and how to advance gender equality through a culture shift.

[Read the full case study](#)

technology and engineering, recognized a need to promote more women into leadership roles. Learn more about their WeLead programme, enabling women to build their leadership skills.

[Read the full case study](#)

## SPOTLIGHT ON PUBLIC POLICY



[Canada](#), [Estonia](#), [France](#), [Germany](#), [Italy](#), [Japan](#), [UK](#) and [US](#).

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## THE POWER OF PARTNERSHIPS FOR ACHIEVING GENDER EQUALITY



Photos: Courtesy of Al Hamra Real Estate, Burgan Bank, EQUATE Petrochemical, Gulf Bank of Kuwait, Kuwait Stock Exchange, National Bank of Kuwait and Zain Group.

From 25 November to 10 December, the Women's Empowerment Principles joined the UN System's [16 Days of Activism campaign to end violence against women and girls](#).

We applaud the work of our community in drawing attention to this campaign. Among them, seven WEPs signatories from Kuwait (including Al Hamra Real Estate, Burgan Bank, EQUATE Petrochemical, Gulf Bank of Kuwait, Kuwait Stock Exchange, National Bank of Kuwait and Zain Group) lit their buildings in orange to say no to violence against women and girls. [Read more here.](#)

We also received creative works about the campaign from our signatories. We featured them on our [Facebook page](#) and [Twitter account](#). If you haven't already done so, follow us!

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Thank you for reading!

If you have any questions you can email us at [weps@unwomen.org](mailto:weps@unwomen.org).

