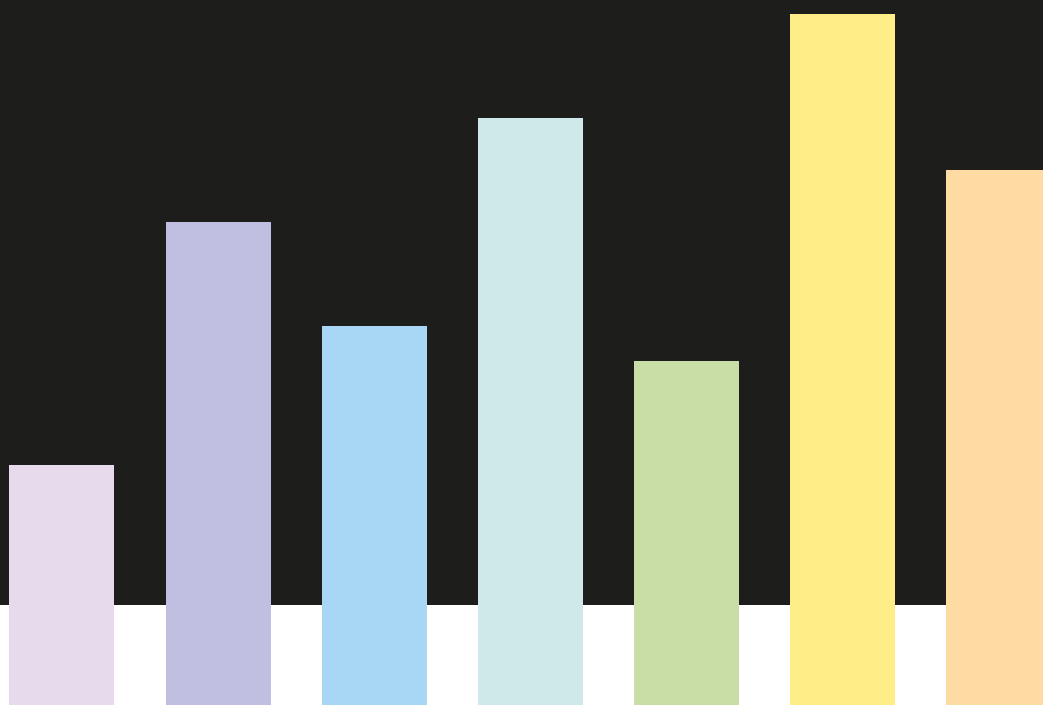


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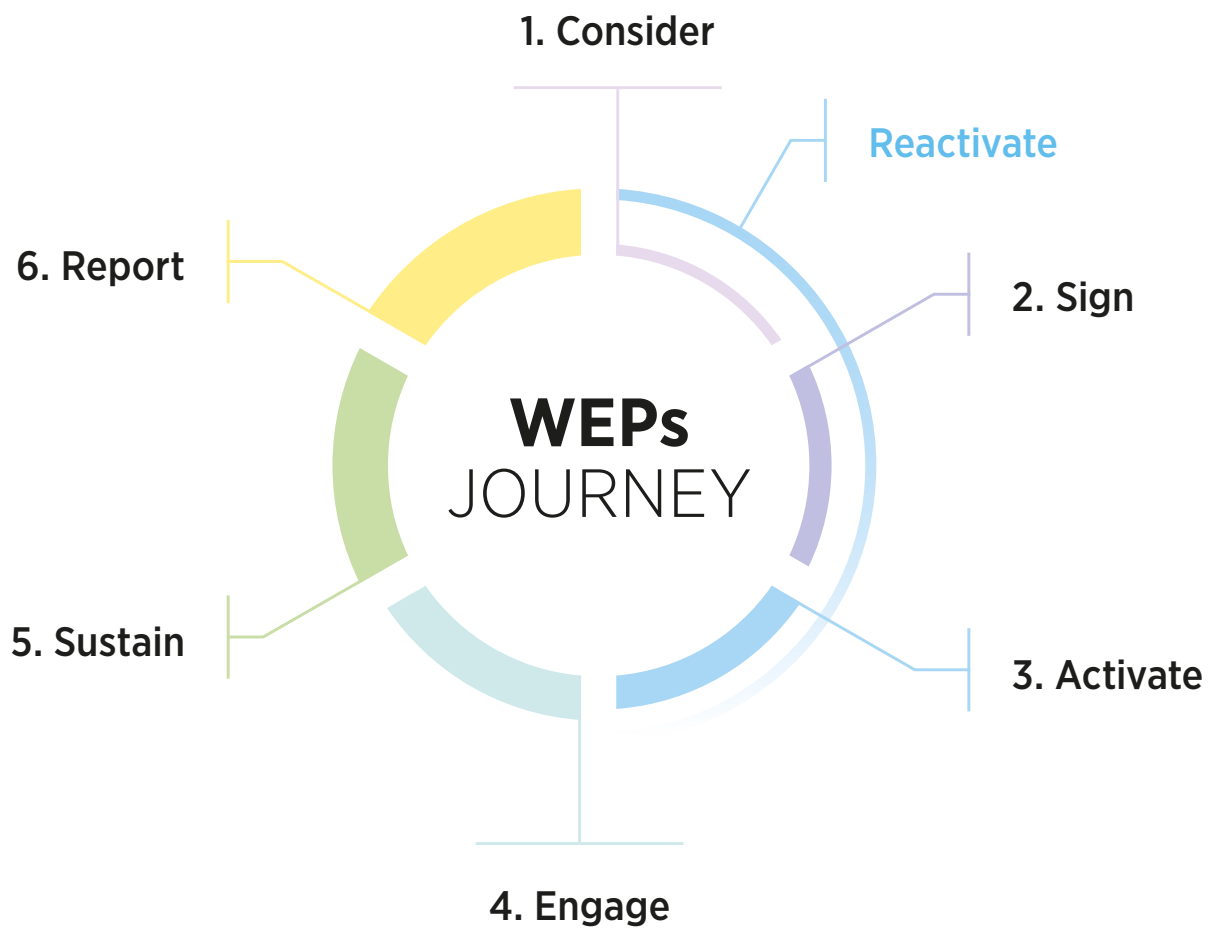
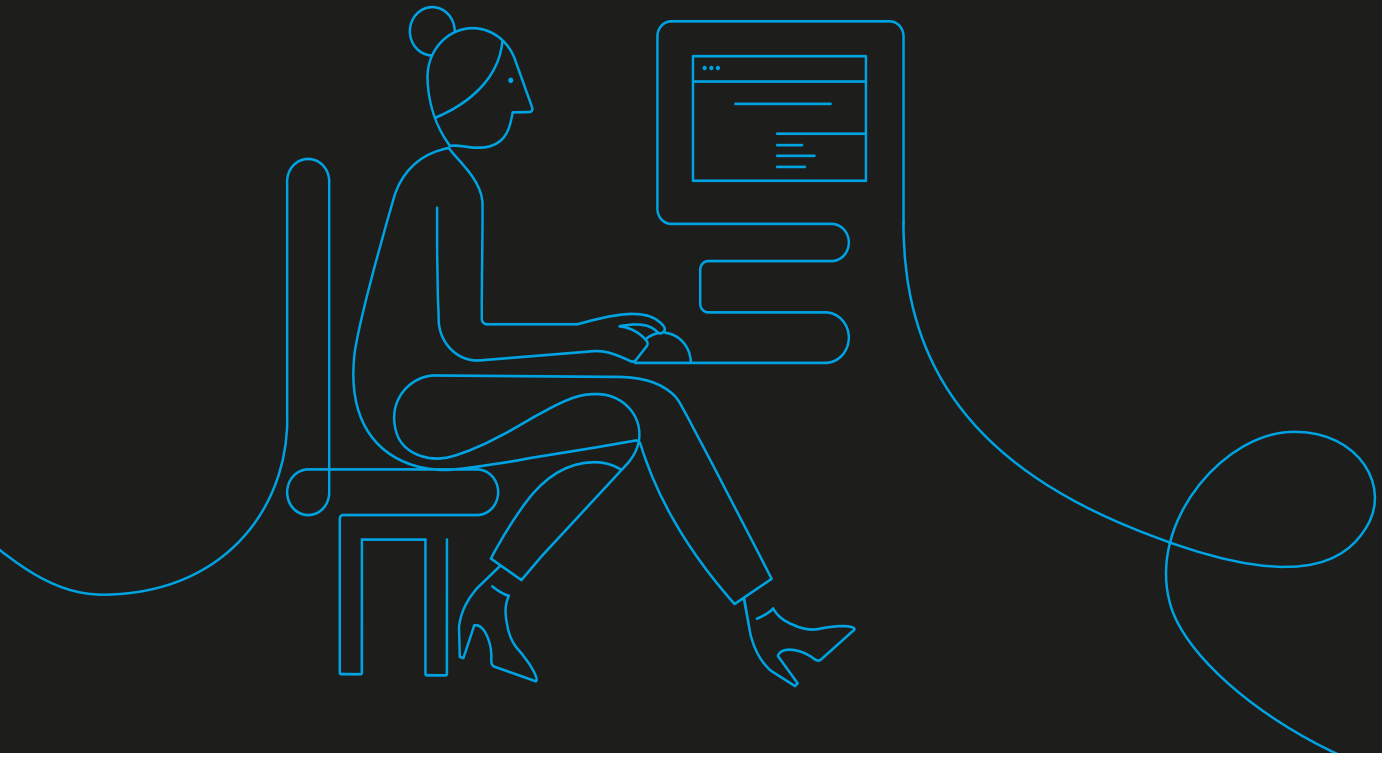
**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

**A REFERENCE GUIDE  
FOR TRACKING RESULTS  
ON GENDER EQUALITY  
AND WOMEN'S  
EMPOWERMENT**



**WEPS**

**TRANSPARENCY &  
ACCOUNTABILITY**





# The WEPs Transparency & Accountability Framework

## Reference guide for tracking results on gender equality and women's empowerment

A growing number of stakeholders, including employees, consumers, investors, and civil society, are calling on companies to disclose information on their efforts towards gender equality. The evidence base for doing so and for promoting gender equality and women's empowerment continues to expand.

Current corporate reporting practices show how public reporting on a specific issue can drive companies to take meaningful action.

**Companies with greater progress on gender equality and with policies and practices in place to empower women are more resilient and see stronger growth.**

By using the WEPs Transparency and Accountability Framework as a tool for transparent reporting, WEPs signatories can more effectively work towards a gender equal economy that works for all women and men.

See for additional information about the WEPs [here](#).

## THE WEPs

### TRANSPARENCY & ACCOUNTABILITY FRAMEWORK

The WEPs Transparency and Accountability Framework aims to provide companies with a holistic set of indicators that are most likely to advance gender equality across corporate value chains aligned with existing corporate gender equality frameworks.\*

The indicators aim to challenge the status quo while also enabling companies and organizations to understand their performance on gender equality and women's empowerment across their value chain.

The WEPs Transparency and Accountability (T&A) Framework consists of five main parts:

- 1. BASELINE INDICATORS**  
As companies join and sign the WEPs
- 2. ESSENTIAL INDICATORS**  
For driving sustainable change towards gender equality
- 3. COMPLEMENTARY INDICATORS**  
In key areas to tackle systemic barriers to gender equality
- 4. INPUT AND SUPPORT MEASURES INDICATORS**  
To track policies, practices, measures foundational to achieving gender equality and women's empowerment
- 5. ADDITIONAL INDICATORS**

\* These include indicators used by the WEPs Gender Gap Analysis Tool, EDGE, Bloomberg Gender Equality Index, Equileap, Global Reporting Initiative, UNDP Gender Seal, 2X Challenge Criteria, Workforce Disclosure Initiative, Gender and Diversity KPI Alliance, World Benchmarking Alliance, and the Sustainable Development Goals.

The indicators were chosen based on their potential to drive transformative change for gender equality and women’s empowerment in the workplace, marketplace and community and create more equitable economic opportunities for all. Ease and probability of companies to report were also considered during the development and selection of the indicators.

Currently, WEPs signatories are invited to report on the Essential indicators.

## 1. BASELINE INDICATORS

1. Percentage of women employees
2. Percentage of women at management level
3. Percentage of women on boards/executive teams/partners.
4. Percent of women and men in investment committees (for investors only)







## 2. ESSENTIAL INDICATORS

1. Percent of women and men employees
2. Percent of women and men in senior management positions
3. Percent of women and men on boards
4. Ratio of women’s salary to men’s salary
5. Percentage of new hires – women and men
6. Percentage of promotions and career opportunities – women and men
7. Retention rate of women and men FTE employees who took parental leave.
8. Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidents of violence and harassment.
9. Has mandate/strategy to invest in women, WEPs signatories or other business supporting gender equality (for investors only)
10. Encourages investee companies to sign the WEPs and advance their performance on gender equality (for investors only).

See further details on how to collect data against these Essential indicators [here](#).




### 3. COMPLEMENTARY INDICATORS




These indicators measure key areas to tackle systemic barriers to gender equality. Their implementation may differ by country, industry and size of company.

WEP	ISSUE	INDICATOR	COMMENT
<b>Workplace</b>			
 PRINCIPLE 2	Women's representation in non-traditional roles	Percent of women in traditionally underrepresented roles	Examples include roles in P&L, technology, construction, heavy manufacturing, engineering
 PRINCIPLE 4	Training and development	Average hours of training that the organization's employees have undertaken, disaggregated by sex and employee level	This could include training in areas where women are underrepresented.
<b>Marketplace</b>			
 PRINCIPLE 5	Equitable Procurement Practices	Percentage of procurement spend with women-owned businesses	Examples include other WEPs Signatories
		Percentage of procurement spend with companies with gender equality commitments	
		Percentage of workers in supply chain receiving a living wage, disaggregated by sex	
 PRINCIPLE 5	Gender-responsive marketing	Has a stand-alone responsible marketing policy or a commitment embedded in a broader corporate policy that addresses the portrayal of gender stereotypes	
<b>Community</b>			
 PRINCIPLE 6	Gender-responsive product design and development	Has a policy or commitment embedded in a wider corporate policy to integrate inclusive gender considerations into product design and delivery	This is business opportunity: women account for over USD20 trillion in consumer spending per year and are the fastest growing consumer economy. By 2028, women will control close to 75 per cent of discretionary spending worldwide.
 PRINCIPLE 6	Gender equality	Percentage of financial or pro-bono support for gender equality programmes	




## 4. INPUT AND SUPPORT MEASURE INDICATORS

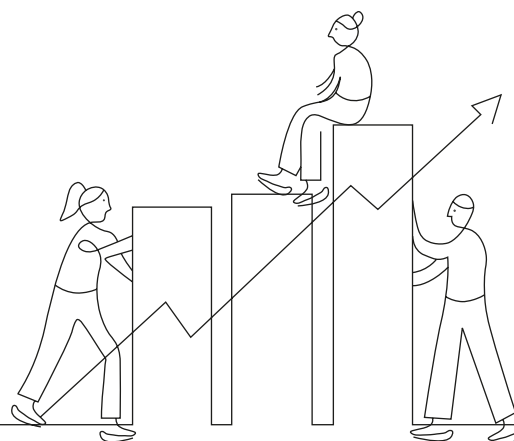
The Input and Support Measures Indicators helps you tracks your inputs to change, such as policies, practices and measures that are foundational to achieving gender equality and women’s empowerment.

WEP	ISSUE	INDICATOR	COMMENT
<b>Leadership</b>			
 <b>PRINCIPLE 1</b>	Gender Policy & Action Plan	Has a holistic, organization-wide gender equality strategy/action plan that identifies specific priority areas where further improvement can be made with dedicated resources for implementation	Dedicated resources include budget and human resources
		Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses supporting employees as parents and caregivers, covering all employees in major locations of operation	See UN Women’s guidance on family friendly employers <a href="#">here</a> and <a href="#">here</a> .
		Has a stand-alone policy or commitment embedded in a broader corporate policy on non-discrimination and equal opportunity policy covering recruitment, retention, re-entry, and promotion of all individuals.	
	Due diligence	Conducts a gender-responsive risk assessment as part of its human rights due diligence process to identify specific gender-related risks, including violence and harassment and ensure personal safety and security of all employees.	
<b>Workplace</b>			
 <b>PRINCIPLE 2</b>	Equal pay	Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses equal pay for work of equal value	See UN Women’s guidance on equal pay <a href="#">here</a> and <a href="#">here</a> .
	Caregiving	Offers support programmes for parents and caregivers, regardless of sex or marital status	See UN Women’s guidance on family friendly employers <a href="#">here</a> and <a href="#">here</a> .
 <b>PRINCIPLE 3</b>	Flexible work	Offers flexible work options for all employees	See policy template <a href="#">here</a> .
	Violence and harassment	Provides confidential support for victims of violence and harassment, including domestic violence	See UN Women’s guidance <a href="#">here</a> and policy templates <a href="#">here</a> and <a href="#">here</a> .

WEP	ISSUE	INDICATOR	COMMENT
 <b>PRINCIPLE 3</b>	Violence and harassment	Has policies and procedures to ensure safety, security, confidentiality, and protection of victims of sexual harassment at workplace.	See UN Women's guidance <a href="#">here</a> and policy template <a href="#">here</a> .
		Has a policy prohibiting nondisclosure agreements pertaining claims of sexual harassment in settlement agreements, unless requested by the victim and does not require sexual harassment claims to go to private arbitration.	See UN Women's guidance <a href="#">here</a> and policy template <a href="#">here</a> .
	Wellbeing	Has a company-wide policy or commitment to respect and support access to quality health care, including sexual and reproductive health where relevant, which is reflected in company programs and employee benefits.	
 <b>PRINCIPLE 4</b>	Career advancement	Provides leadership training, coaching, and/or mentoring to support women to access management and leadership positions	See UN Women's guidance <a href="#">here</a> .
		Provides training, skills development, education, networking, and mentoring to recruit women in non-traditional roles	
<b>Marketplace</b>			
 <b>PRINCIPLE 5</b>	Supply chain	Has procurement targets and/or goals for the amount and percentage spend with women-owned businesses	See UN Women guidance <a href="#">here</a> .
		Has procurement targets and/or goals for the amount and percentage spend with businesses with commitments to gender equality	
		Has a supplier or vendor code of conduct that explicitly states support for gender equality	
		Offers independently, or as part of a business association, ongoing capacity building to suppliers and vendors to support continuous improvement on gender equality	
		Has a commitment to pay a living wage to all workers in its supply chain	
		Has a policy requiring all suppliers to pay at least the legal minimum wage to all workers in the company supply chain	



WEP	ISSUE	INDICATOR	COMMENT
 <b>PRINCIPLE 5</b>	Marketing	Has a stand-alone responsible marketing communication policy or a commitment embedded in a broader corporate policy that addresses the avoidance of gender stereotypes and promotes positive portrayals of women and girls	
	Gender biases	Undertakes gender-responsive assessments of machine learning and AI tools to prevent perpetuating gender biases and avoid adverse impacts on women	
<b>Community</b>			
 <b>PRINCIPLE 6</b>	Safety	Undertakes product safety tests that adequately capture the potential risks for women	
	Social responsibility	Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses embedding gender in corporate social responsibility activities, philanthropy, public advocacy, and partnerships.	
<b>Transparency and Accountability</b>			
 <b>PRINCIPLE 7</b>	Reporting	Reports publicly on all WEPs Essential Indicators	See above for the Essential Indicators. Public reporting include on <a href="http://www.WEPs.org">www.WEPs.org</a>
	Tracking progress	Has time-bound, measurable goals and targets to increase women's representation in leadership	
		Has time-bound, measurable goals and targets to increase women's representation in non-traditional roles	
Audit	Has undertaken a gender audit/evaluation/assessment		



## 5. ADDITIONAL INDICATORS

### Leadership

- Annual turnover rate, disaggregated by sex
- Percentage of managers/senior leadership with clear diversity and inclusion goals, which include gender equality related goals, included as part of their annual performance reviews

### Workplace

- Percentage of employees by employment contract, disaggregated by sex
- Percentage of addressed incidents of discrimination related to sex or gender
- Total number of incidents of discrimination related to sex or gender
- Total number of corrective actions taken related to incidents of discrimination related to sex or gender
- Percentage of employees who have taken gender bias training, disaggregated by sex
- Percentage of employees in a trade union or on a worker committee, disaggregated by sex
- Percentage of employees that were entitled to paid parental leave, disaggregated by sex
- Return to work rate of employees that took paid parental leave, disaggregated by sex
- Percentage of employees taking advantage of caregiver support programs, disaggregated by sex
- Number of weeks of paid maternity leave available in all major locations of operation
- Number of weeks of paid paternity/secondary caregiver leave in all major locations of operation
- Percentage of employees who have taken training on violence and harassment in the workplace, disaggregated by sex
- Ratio of work-related injuries for men to women
- Number of breastfeeding facilities per 50 women employees
- Absenteeism rate, disaggregated by sex
- Percentage of women on health and safety committee out of total committee membership
- Number of adequate and safe toilet facilities per 50 women workers to accommodate hygiene needs such as clean water and soap and disposal methods for feminine hygiene products








### Marketplace

- Percentage of suppliers screened using gender criteria
- Percentage of workers in supply chain, disaggregated by sex and employee level
- Percentage of total financial support and investment, alone or in partnership with banks and financial institutions, to provide credit and other financial services to women entrepreneurs

### Community


- Percentage of direct beneficiaries from community projects and initiatives, disaggregated by sex
- Percentage of community programs assessed using gender-related criteria

# 7 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.

# WW



 [weps.org](https://weps.org)

 [weps@unwomen.org](mailto:weps@unwomen.org)

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