



# Women's Empowerment Principles Induction

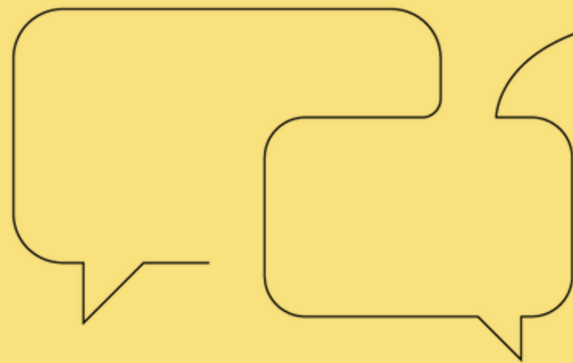
WEPs Global Secretariat  
UN Women

Wed 16 April, 2025



# Agenda

- 1 Opening remarks
- 2 WEPs Re-Cap
- 3 WEPs Tools
- 4 WEPs How-tos
- 5 Q&A
- 6 Closing Remarks



# Opening remarks



**Anna Falth**

Global Head  
WEPs Secretariat  
UN Women

# “ What are the WEPs?”

A set of Principles offering guidance on advancing gender equality and women’s empowerment in the workplace, marketplace and community.

## 5 Pillars of WEPs

- Corporate Governance & Leadership
- Workplace
- Marketplace
- Community
- Transparency & Accountability

**1**   
PRINCIPLE

**High-level  
corporate  
leadership**

**2**   
PRINCIPLE

**Treat all women  
and men fairly  
at work without  
discrimination**

**3**   
PRINCIPLE

**Employee health,  
well-being and safety**

**4**   
PRINCIPLE

**Education and  
training for career  
advancement**

**5**   
PRINCIPLE

**Enterprise  
development,  
supply chain and  
marketing practices**

**6**   
PRINCIPLE

**Community  
initiatives  
and advocacy**

**7**   
PRINCIPLE

**Measurement  
and reporting**

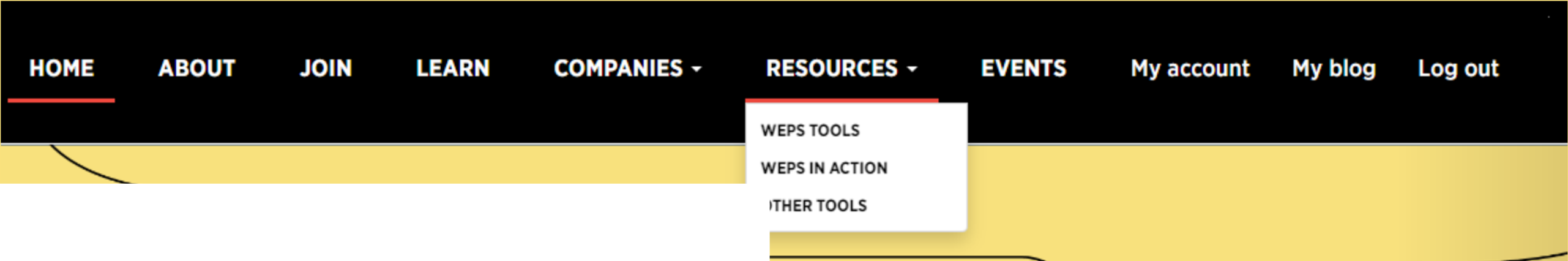
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## WEPs Journey

Signing onto the WEPs commits a company to embark on a **Journey to implement the WEPs.**



# A Range of Resources



## Resources

Search by keyword

Search by Keyword

Resource Type

- Any -

Category

- Any -

Bulletin

Research

WEPs Award profiles

Public Policy

Video and Event

Case Study

COVID-19 Resource

Info about WEPs

Templates

WEPs Guidance

WEPs Leaders

WEPs Ally

Region

- Any -

Country

- Any -

Language

- Any -

Search

### Other Tools

Search by keyword

Search by Keyword

Resource Type

- Any -

Category

- Any -

Region

- Any -

Country

- Any -

Language

- Any -

Order

Newest

Search

## Stories from field

Search by keyword

Search by Keyword

Region

- Any -

Country

- Any -

Search



## Community insights

Search by keyword

Search by keyword

Search



WEPs deep-dives series 1  
Gender Equality & Equity— Laws working for women in business

Beyond compliance to drive gender equality and women's empowerment

Published on 24 February 2021



G20 - THE CORPORATE GENDER POWER GAP

LIVE DATA. Last updated October 31st, 2022

Listen, measure and communicate: Three secrets of corporate women's leadership

Published on 19 December 2022



Providing women with empowering tools

Published on 24 June 2022

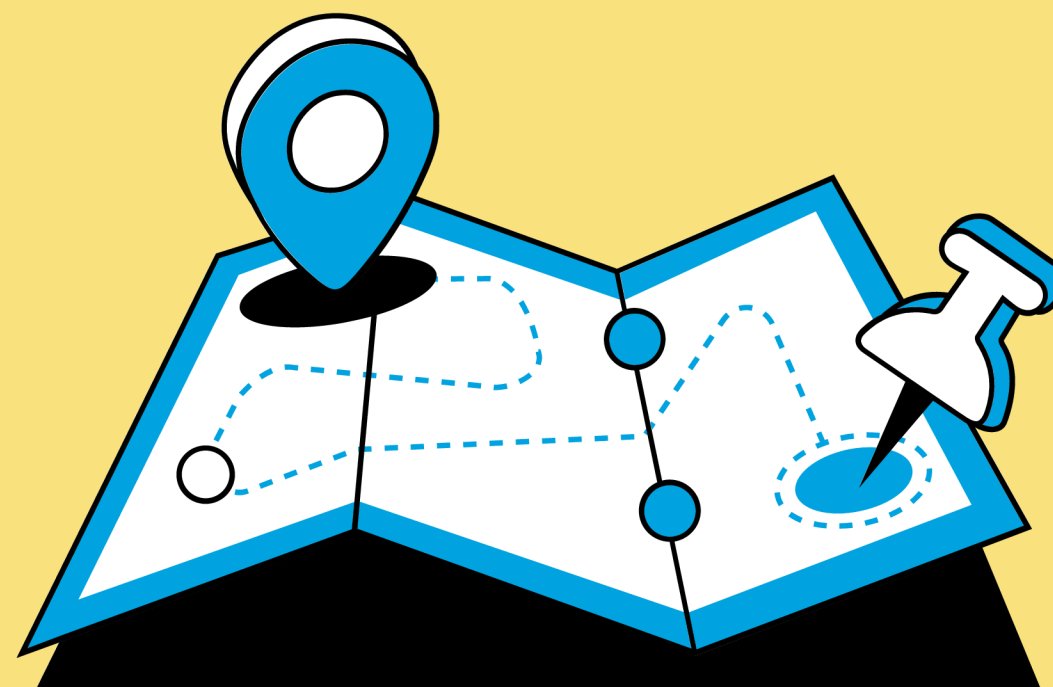


### WEPs in Action - Meet WEPs

Learn about WEPs activities in Jordan, and listen to the signatories in the country on why gender equality matters for the WEPs.

**Soon, you will be able to search resources by Principle**

# Suggested First steps for New Signatories



# Gender Equality Action Tools

## **WEPs Gender Gap Analysis tool**

Gaps ->  
Action plan

## **Gender Responsive Procurement Assessment Tool**

Build an  
inclusive  
supply chain

## **Gender Action Plan Module**

Inclusive  
Process

Access to  
template for  
action plan

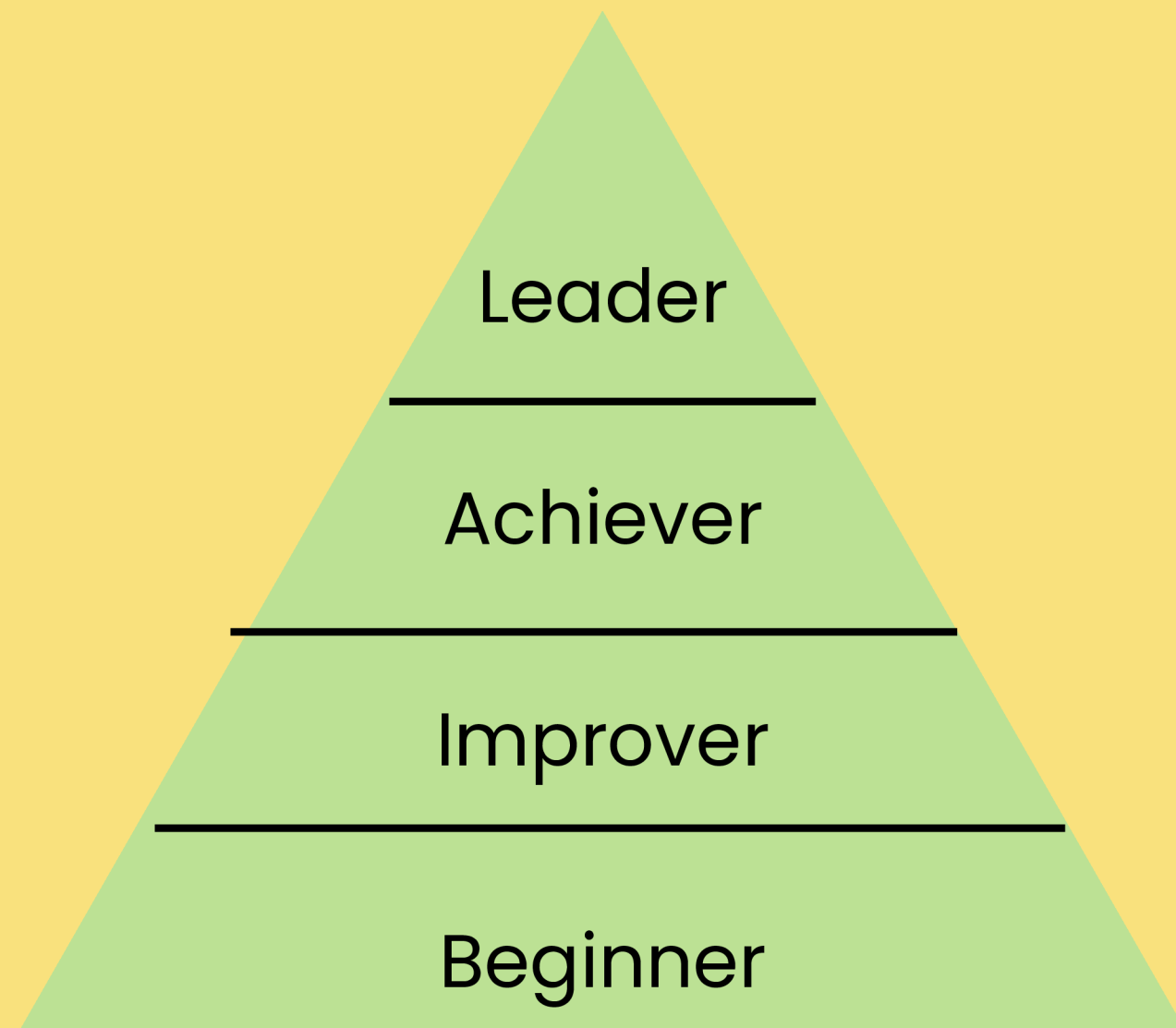
## **WEPs Toolkits**

Thematic  
guides,  
templates to  
support WEPs  
implementation

**Advance  
gender  
equality and  
women's  
empowerment**

WEPS

# Gender Gap Analysis Tool



- Measure commitment, implementation, measurement and transparency on topics related to workplace, marketplace and community
- 18 multiple choice questions
- Identify gaps and opportunities for continuous improvement
- Set concrete goals and targets, and measure progress over time

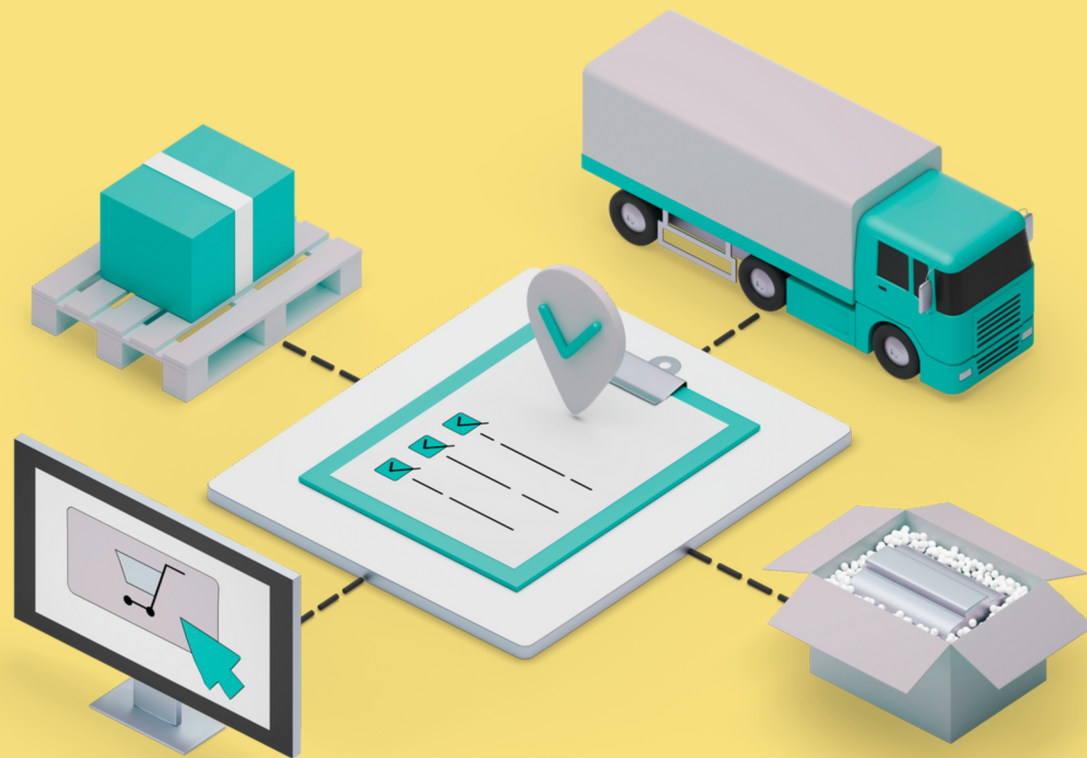
Access the tool here!



# WEPs

# Gender Responsive Procurement Assessment Tool

- This tool allows companies to assess current progress on their policies and practices on gender-responsive procurement
- Five main themes:
  - Gender equality commitments
  - Procurement policy and strategy
  - Internal procurement and supply chain management department
  - Supplier database and data reporting
  - Supplier engagement and diversification.
- It can be used as a stand-alone tool



Access the tool here!



# WEPs

## Gender Action Plan Module & Template



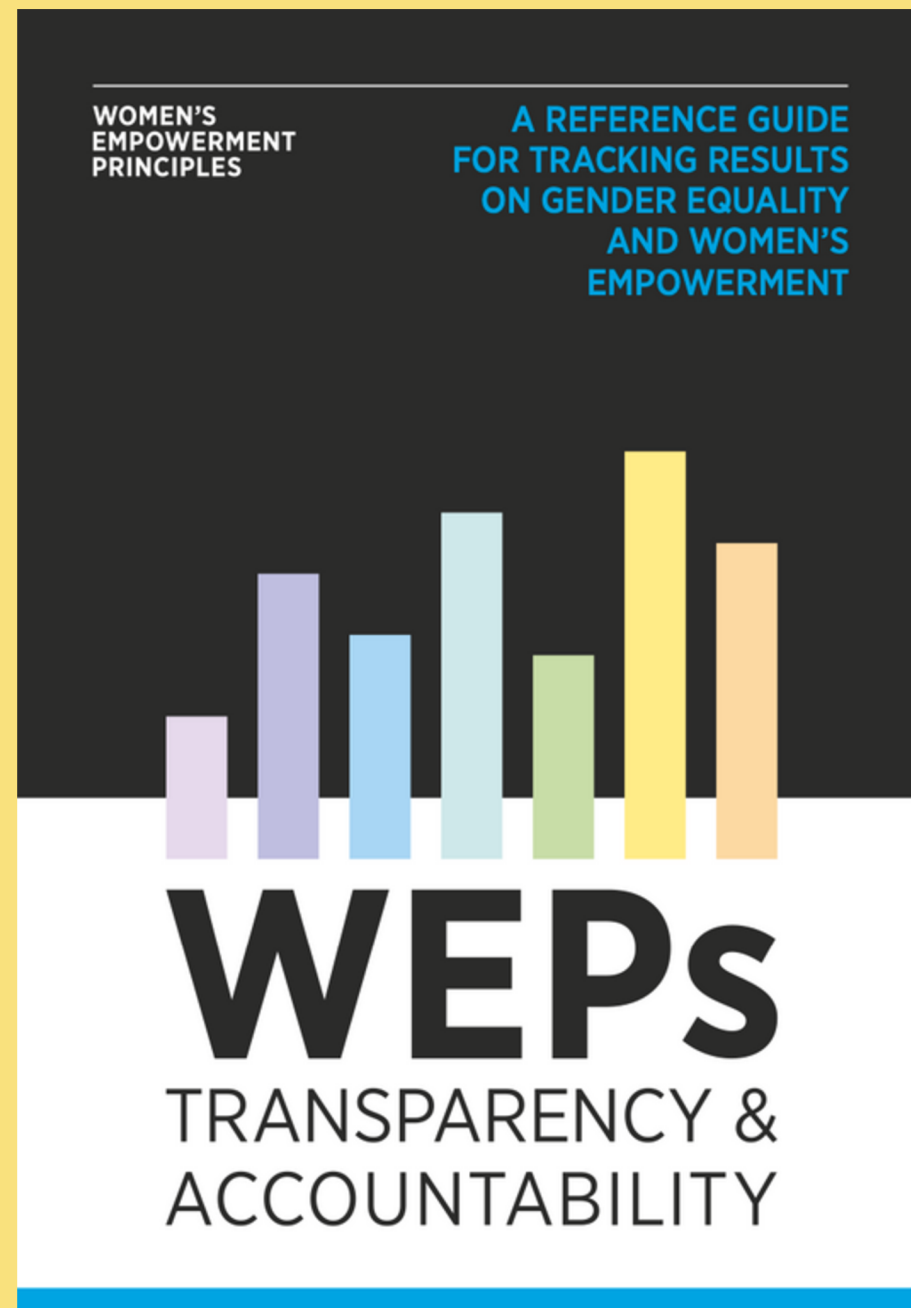
- Creating a Gender Action Plan – Activating Your Gender Equality Commitment
- This module is a self-guided map on how to develop a successful organization-wide gender action plan that advances gender equality and women's empowerment within the workplace, marketplace and community.
- The gender action plan is expected to drive positive outcomes for business and society.

Access the module here!



Available in English, Spanish, and Arabic

# Transparency and 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
- +70 indicators for 5 WEPS pillars

Access the tool here!





# WEPs **How to**



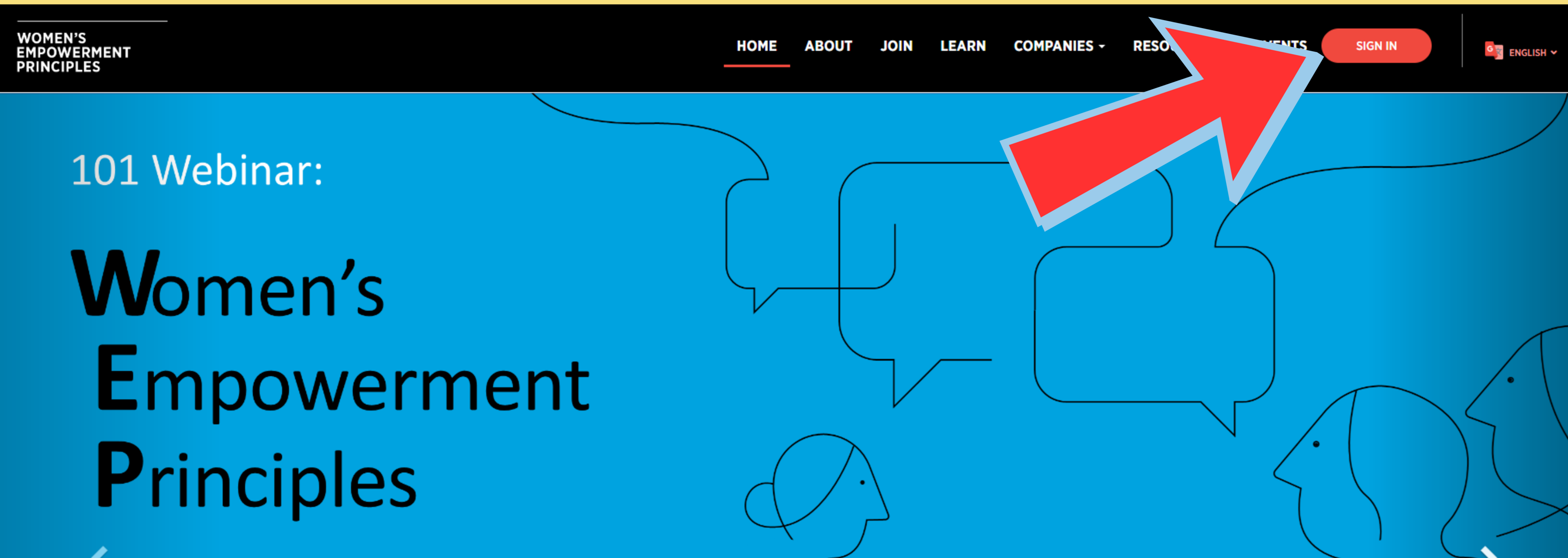
- 1) How to create an account to manage your company's profile
- 2) What to do if your profile is old (signed up prior to 2020)
- 3) How to report on your company's progress?

# 1) Managing your **WEPs** profile



- **You need to create an account to log in to your WEPs account**
- Becoming a WEPs signatory does not auto-generate log-in account on the website
- You can use any of the emails you have provided during the WEPs application process (CEO, primary or secondary), but cannot use any other email.
- You can add additional emails later on.

# 1) Go to [www.weps.org](http://www.weps.org) and click on the Sign in Button



## 2) Click on Sign up now button at the bottom

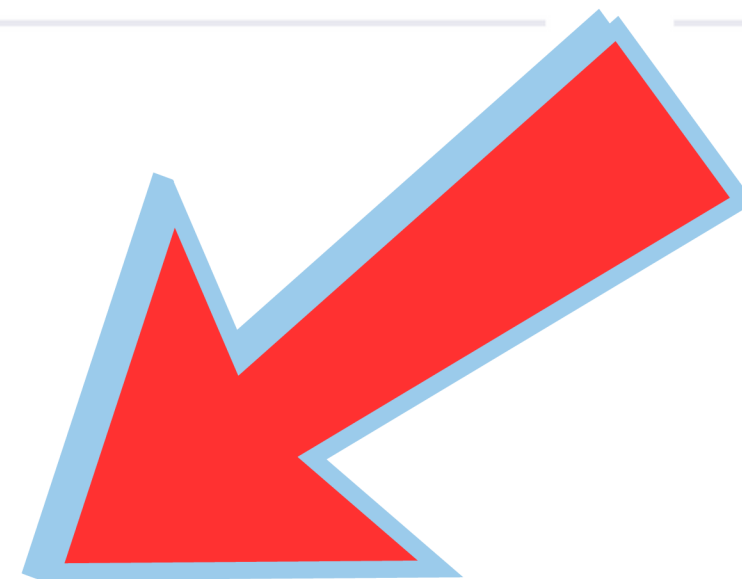
Log in to update your WEPs company profile page, report on progress made, and access tools that are exclusive to WEPs Signatories.

Email Address

Password

[Forgot your password?](#)

**Sign in**



Don't have an account? [Sign up now](#)

Existing signatories must create an account using one of the email addresses listed on the WEPs application.

## 3) Fill out the register form

WOMEN'S  
EMPOWERMENT  
PRINCIPLES

# Register

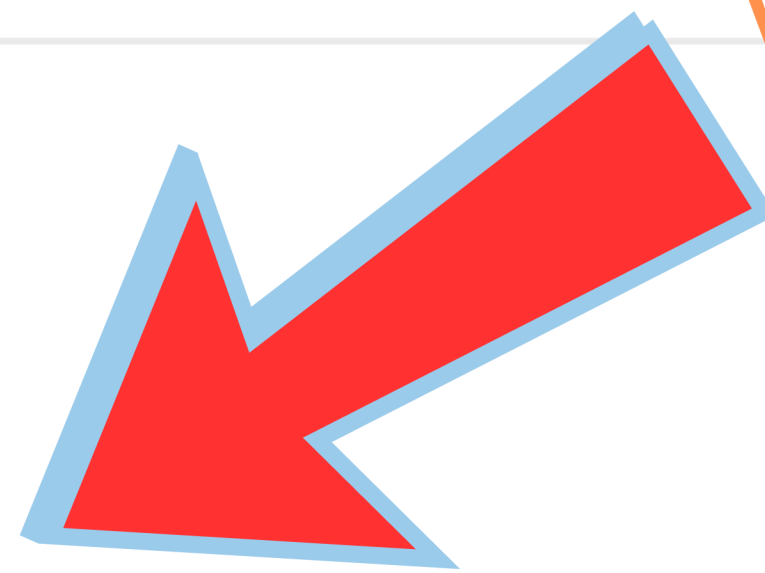
The system gives you an account. But you need to validate the email you included in your application, and create a unique password.

Please provide the following details.

Email Address

Verification code

Send verification code



# Register

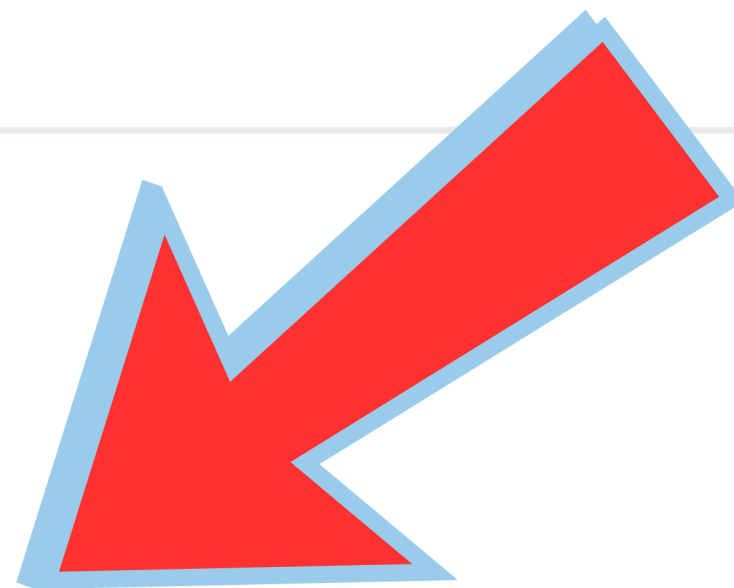
Please provide the following details.

Email Address

Verification code

Send verification code

NEW!



You can still create an account with same domain as your company's profile, but will be only able to access resources and GRP tool

Done!  
You may  
log in and  
go to  
**My account  
page**



## Welcome to your company page

Alpha

### YOUR ACTIONS

#### Edit Company profile page

Click here to edit your company profile page.  
You can update your contact information and much more.

#### Take GRP Assessment Tool

You can assess your company's efforts towards gender-responsive procurement using this tool which is exclusively accessible to WEPs signatories

#### Start your Reporting

Click here to provide progress updates on WEPs implementation.



**Bonus tip:**  
**Add additional emails by going to "Edit Company Profile Page"**



WOMEN'S EMPOWERMENT PRINCIPLES

HOME ABOUT JOIN LEARN COMPANIES RESOURCES EVENTS My account My blog Log out

## Welcome to your company page

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### YOUR ACTIONS

**Edit Company profile page**

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You can assess your company's efforts towards gender-responsive procurement using this tool which is exclusively accessible to WEPs signatories

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Click here to provide progress updates on WEPs implementation.



Extra Email

✚

✚

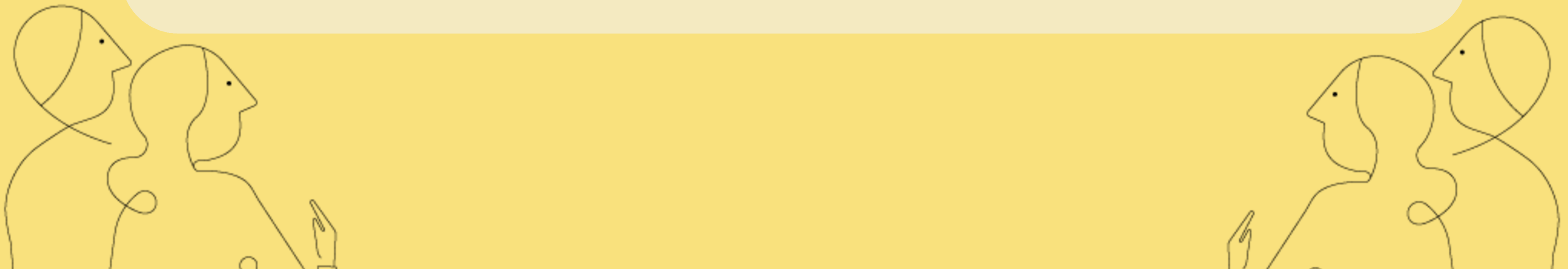
## 2) Updating your WEPs profile



- If you signed up prior to 2020, your profile may not be available online.
- Your profile needs to be updated!
- The best way is filling out the online join form again, and we will honor the original join date.
- In this case, please indicate that you are “re-signing”/ “updating” profile in your application process.

# WE WANT TO HEAR FROM YOU

- Are you tracking and measuring your progress on gender equality?
- For which WEPs pillar would you require support from UN Women to improve your WEPs implementation and progress tracking?



## 3) Report on WEPs.org : Why should you report?

Reporting allows companies to uphold their commitments to gender equality in the workplace, marketplace, and community

Setting up targets provides benchmarks and KPIs for companies to follow on their WEPs journey

Investors are taking a closer look at the company's progress and ESG Status

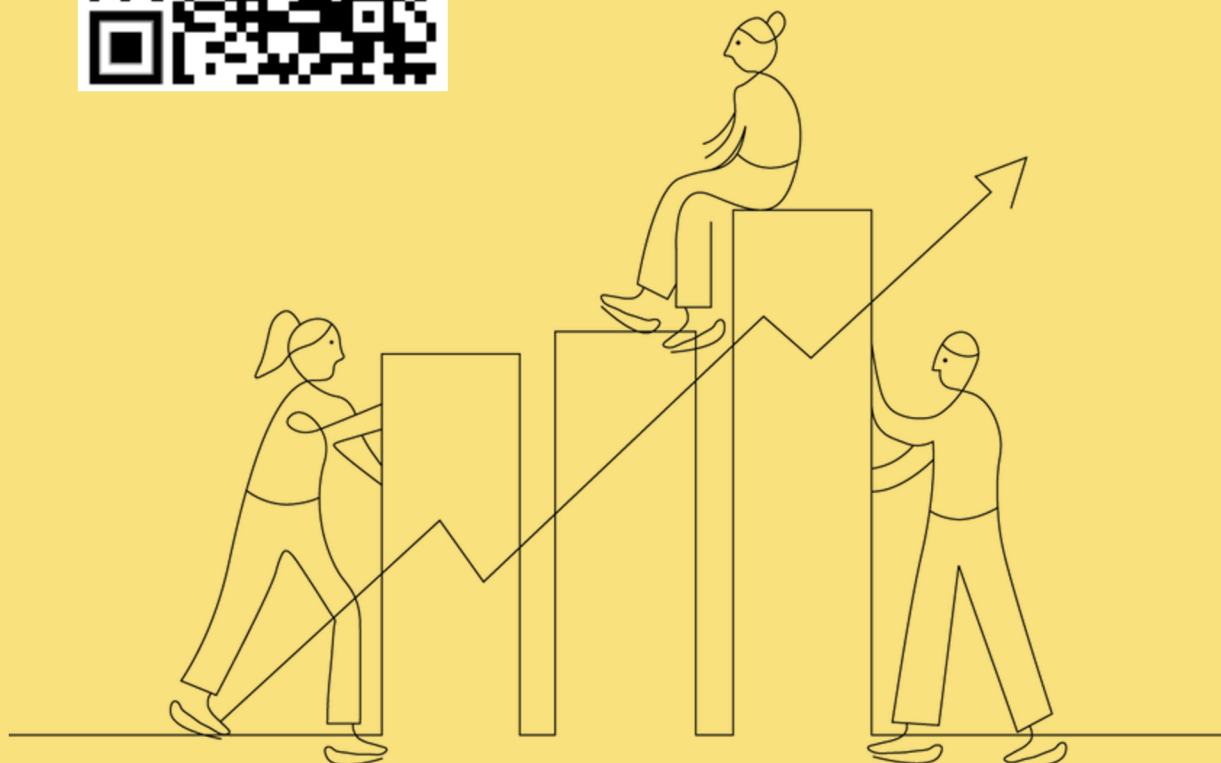
Other stake holders are checking the company's status

- Potential employees
- Business partners
- Consumers

# 3) Report on WEPs.org Eight Essential Indicators

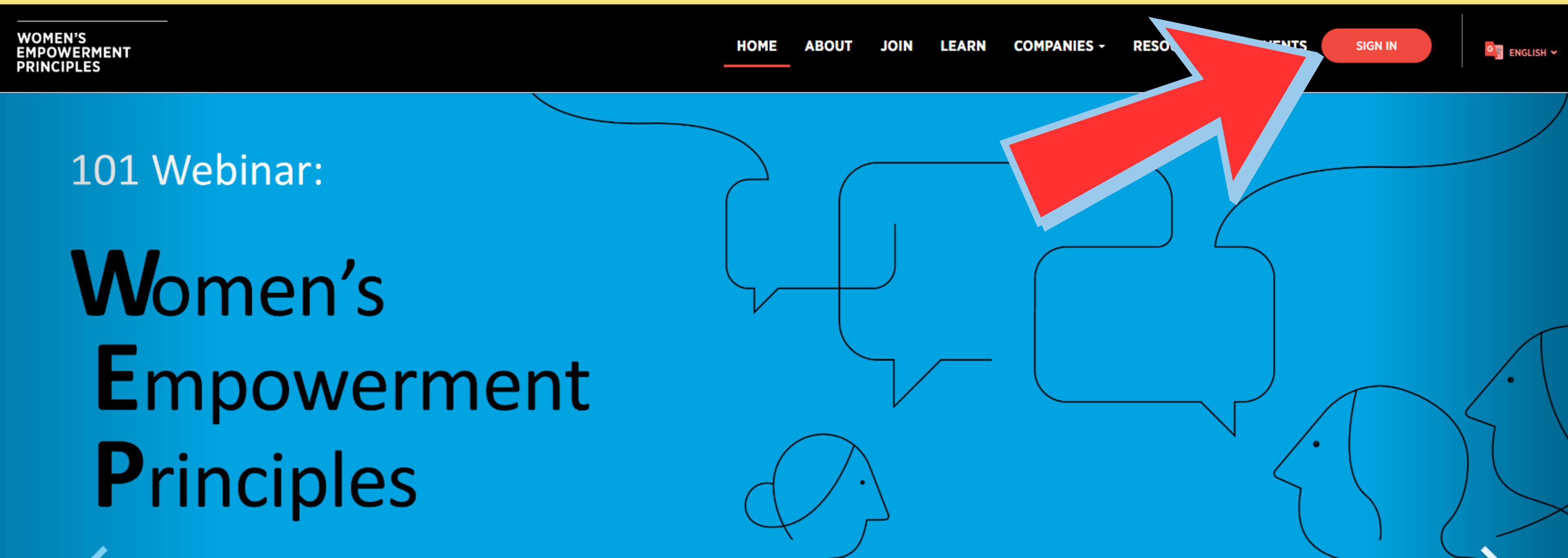


Guidance note:  
How to report on  
your progress



- 1 % of women and men employees as a % of total number of employees
- 2 % of women and men in senior management positions as a % of total number of senior managers in the organization
- 3 % of women and men on the company board
- 4 Ratio of women's salary to men's salary
- 5 Percentage of newly hired Full Time Equivalent employees – women and men
- 6 Percentage of promotions and career opportunities – women and men
- 7 Retention rate of women and men Full Time Equivalent employees who took parental leave.
- 8 The Company has a confidential, anonymous grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidents of violence and harassment.

# 1) Go to [www.weps.org](http://www.weps.org) and click on the Sign in Button



## 2) Log in to your account and go to My account

WOMEN'S EMPOWERMENT PRINCIPLES

HOMEABOUTJOINLEARNCOMPANIES▼RESOURCES▼EVENTSMy accountMy blogLog out

EN

/view

Connected AccountsShortcutsEditSubmissions

### Welcome to your company page

#### Alpha

#### YOUR ACTIONS

**Edit Company profile page**

Click here to edit your company profile page.  
You can update your contact information and much more.

**Take GRP Assessment Tool**

You can assess your company's efforts towards gender-responsive procurement using this tool which is exclusively accessible to WEPs signatories

**Start your Reporting**

Click here to provide progress updates on WEPs implementation.

# 3) Click on Start your Reporting

WOMEN'S EMPOWERMENT PRINCIPLES

HOMEABOUTJOINLEARNCOMPANIES▼RESOURCES▼EVENTSMy accountMy blogLog out

EN

/view

Connected AccountsShortcutsEditSubmissions

Welcome to your company page

Alpha

YOUR ACTIONS

Edit Company profile page

Click here to edit your company profile  
You can update your contact information and much more.

Take GRP Assessment

You can assess your company towards gender-responsive procurement  
using this tool which is exclusively for WEPs signatories

Start your Reporting

Click here to provide progress updates on WEPs implementation.

## 4) Report on your company's progress on the indicators you want to report on

### Baseline

Percentage of Women Employees\*



Above 80%



Percentage of Women at Management Level\*



Above 80%



Percentage of Women on Boards/Executive Team/Partners:\*



Above 80%



Who can see the data?

Public ☒ Private

Public ☒ Private

Public ☒ Private

You can report  
either "Privately" or  
"Publicly" for each indicator

## Share Your Progress

Progress Year Report

Percentage of women and men employees



55.00



45



Percentage of women and men in senior management positions



35.00



65



Percentage of women and men on the company board



45.00



55



Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation



34.00



## Who can see the data?

Public



Private

Public



Private

Public




Private


Public



Private


### Percentage of new hires






Public ☒ Private


### Percentage of promotions






Public ☒ Private

### Retention rate of employees that took parental leave





Public ☒ Private

### Have a procedure to address and respond to incidents of violence and harassment

☐ No ☒ Yes

Public ☒ Private

# Did you know that you can add a link to your Annual Report on your profile?!

## Annual Report

Show row weights

### Annual Report

✚ Annual Report

 Remove

Year\*

Link\*

- Upload your annual report that demonstrates your company's progress on WEPs | gender equality and women's empowerment Please use link starting with https URL for report.
- This must be an external URL such as *http://example.com*.

**5) Don't forget to click Save button  
at the Bottom of the page**

Add Annual Report

✓ Save

# This is how your profile page will look like after you "Report publicly"



## Progress - 2022

Percentage of women and men in senior management positions



30 - 35%

60 - 65%

Ratio of basic salary of women to men



▲ Global gender pay gap average: 23%

● Company average: 34%

Percentage of new hires, women and men



55 - 60%

56 - 60%

Percentage of promotions and career opportunities, women and men



50 - 55%

30 - 35%



## Progress - 2023

Percentage of women and men in senior management positions



30 - 35%

60 - 65%

Ratio of basic salary of women to men



▲ Global gender pay gap average: 23%

● Company average: 34%

Percentage of new hires, women and men



55 - 60%

56 - 60%

Percentage of promotions and career opportunities, women and men



50 - 55%

30 - 35%

Retention rate of women and men employees who took parental leave



70 - 75%



20 - 25%

✓ Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to respond to incidents of violence and harassment

Retention rate of women and men employees who took parental leave



70 - 75%



20 - 25%

✓ Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to respond to incidents of violence and harassment



## Annual Report

- 2022
- 2023

# ACTION POINTS OF A WEPs SIGNATORY



## Create an account

to update information on your WEPs Company Profile Page, such as update points of contact, report progress and access important WEPs tools:



## Assess your WEPs maturity

to benchmark your progress and identify areas for improvement:



## Communicate your commitment

and implementation plan to stakeholders, internal and external:



## Engage your business partners

including suppliers, clients and other stakeholders on the WEPs Journey to amplify your impact:



## Report annually

on the WEPs implementation plan, including progress, challenges, impact and adjustments needed:



## Outline your priorities

in a whole-of-organization WEPs implementation plan with SMART goals, targets and actions with clear timelines and ownership and a focus on tackling systemic issues of gender inequality, requiring a shift in culture and practices rather than doing one-off or ad hoc activities:



## Engage and consult stakeholders

including employees, clients, customers, partners, suppliers and other community stakeholders to generate diverse perspectives and foster buy-in:



## Invest in capacity building and training

in line with priorities of the WEPs implementation plan, including workshops, regular team meetings and UN Women tools and events:



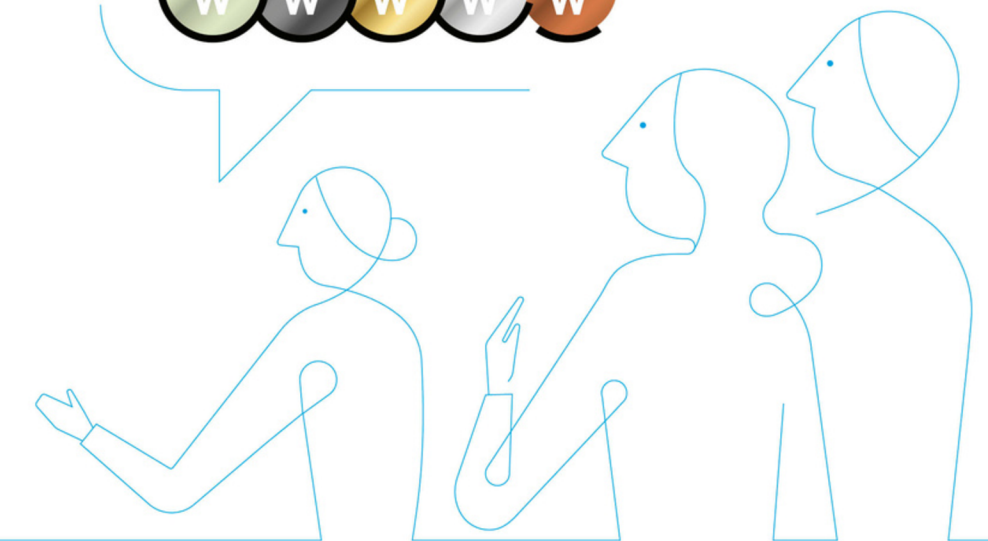
## Initiate collaboration

with gender equality organizations at the global, regional and country levels, including UN Women, to pursue joint projects and campaigns:



## Stay connected

to get updates through the WEPs newsletter, social media and monthly learning sessions:



**10000+**  
SIGNATORIES

Advancing gender equality in the workplace,  
marketplace & community.



**UN**  
**WOMEN**

**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

# How to become a more active WEPs signatory?



- 1 Continue the WEPs journey
- 2 Report on your progress
- 3 Attend WEPs events
- 4 Follow us on LinkedIn & visit [www.weps.org\\_](http://www.weps.org_)
- 5 Fill out Global WEPs survey

“

# Questions?

Ask us– using the chat function on Zoom

# Closing remarks



**Anna Falth**

Global Head  
WEPs Secretariat  
UN Women

# Thank you!



**Connect with us**

WEPs Secretariat: [Weps@unwomen.org](mailto:Weps@unwomen.org)  
[www.weps.org](http://www.weps.org)