



# Principles

## Equality Means Business





## **Principle 1:**

### **Leadership Promotes Gender Equality**

- a. Affirm high-level support and direct top-level policies for gender equality and human rights.
- b. Establish company

## **Principle 2:**

### **Equal Opportunity, Inclusion and Nondiscrimination**

- a. Pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men.**
- b. Ensure that workplace policies and practices are free from gender-based discrimination.**
- c. Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors.**
- d. Assure sufficient participation of women – 30% or greater – in decision-making and governance at all levels and across all business areas.**
- e. Offer flexible work options, leave and re-entry opportunities to positions of equal pay and status.**
- f. Support access to child and dependent care by providing services, resources and information to both women and men.**

## **Principle 3:** **Health, Safety and Freedom from Violence**



- a. Taking into account differential impacts on women and men, provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including to reproductive health.**
- b. Establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse, and prevent sexual harassment.**
- c. Strive to offer health insurance or other needed services – including for survivors of domestic violence – and ensure equal access for all employees.**
- d. Respect women and men workers' rights to time off for medical care and counseling for themselves and their dependents.**
- e. In consultation with employees, identify and address security issues, including the safety of women traveling to and from work and on company-related business.**
- f. Train security staff and managers to recognize signs of violence against women and understand laws and company policies on human trafficking, labour and sexual exploitation.**

## **Principle 4:** **Education and Training**

- a. Invest in workplace policies and programmes that open avenues for advancement of women at all levels and across all business areas, and encourage women to enter nontraditional job fields.

## Principle 5: Enterprise Development, Supply Chain and Marketing Practices



- a. Expand business relationships with women-owned enterprises, including small businesses, and women entrepreneurs.
- b. Support gender-sensitive solutions to credit and lending barriers.
- c. Ask business partners and peers to respect the inclusion.
- d. Respect the dignity of women in all marketing and other company materials.
- e. Ensure that company products, services and facilities are not used for human trafficking and/or labour or sexual exploitation.

## **Principle 6:**

### **Community Leadership and Engagement**

- a. Lead by example showcase company commitment to
- b. Leverage influence, alone or in partnership, to advocate for gender equality and collaborate with business partners, suppliers and community leaders to promote inclusion.
- c. Work with community stakeholders, officials and others to eliminate discrimination and exploitation and open opportunities for women and girls.
- d. contributions to, their communities and ensure sufficient representation of women in any community consultation.
- e. Use philanthropy and grants programmes to support company commitment to inclusion, equality and human rights.



## Principle 7: Transparency, Measuring and Reporting

- a. Make public the company policies and implementation plan for promoting gender equality.
- b. Establish benchmarks that quantify inclusion of women at all levels.
- c. Measure and report on progress, both internally and externally, using data disaggregated by gender.
- d. Incorporate gender markers into ongoing reporting obligations.

# WEPs as a Tool



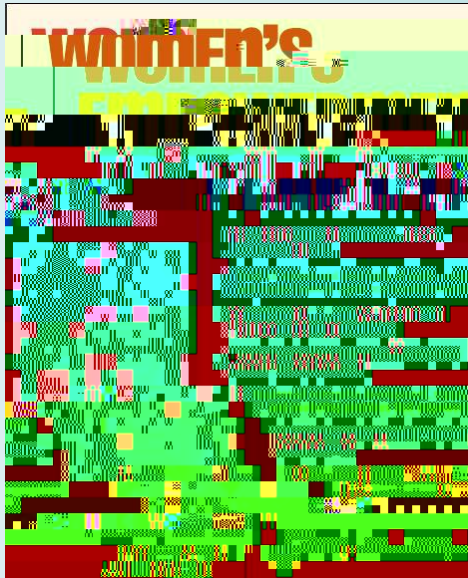
Focusing on how to bring the private sector can play in to promoting gender equality and women's empowerment

Take them into account in developing and revising public policies on gender equality and women's empowerment and corporate responsibility

Use them when engaging in dialogue with the private sector about their role

Consider corporate commitment the WEPs when making decisions about which businesses to partner with, procure from, or other such economic decisions.

# Materials and Resources

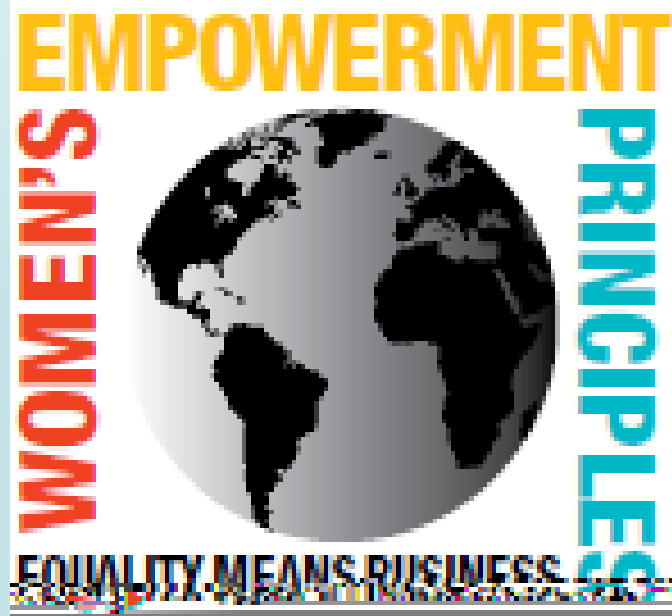


For more information, please visit:

[http://www.unglobalcompact.org/Issues/human\\_rights/equality\\_means\\_business.html](http://www.unglobalcompact.org/Issues/human_rights/equality_means_business.html)

Or

[http://www.unifem.org/partnerships/womens\\_empowerment\\_principles/](http://www.unifem.org/partnerships/womens_empowerment_principles/)



**THANK YOU**