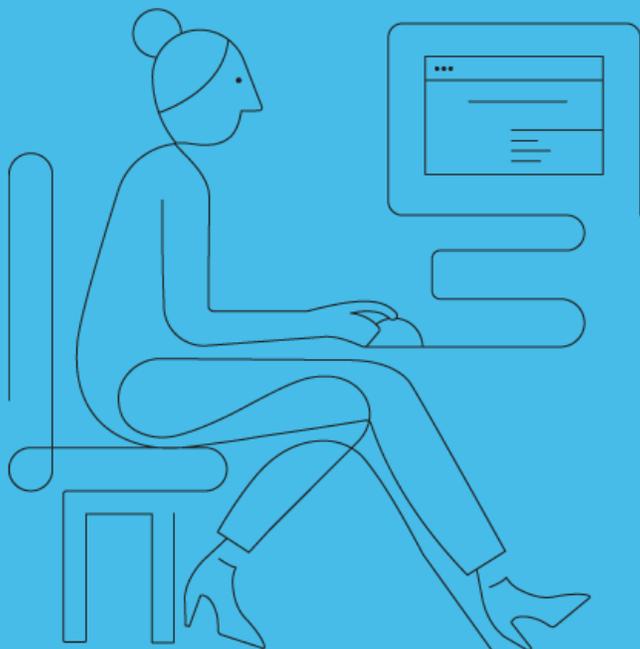


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**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**



# Equality Means Better Business

**Anna Falth, Global Head, WEPs**



# Women's Empowerment Principles

- Corporate leadership
- Workplace
- Marketplace
- Community
- Transparency & reporting

10,000 + CEOs

30 million employees

190 countries

**1**   
PRINCIPLE

**High-level corporate leadership**

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**2**   
PRINCIPLE

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

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**3**   
PRINCIPLE

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

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**4**   
PRINCIPLE

**Education and training for career advancement**

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**5**   
PRINCIPLE

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

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**6**   
PRINCIPLE

**Community initiatives and advocacy**

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**7**   
PRINCIPLE

**Measurement and reporting**

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**WOMEN'S  
EMPOWERMENT  
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# WOMEN'S EMPOWERMENT PRINCIPLES



## Relevant Tools

- [Gender-Responsive Procurement Assessment Tool](#)
- [Guidance on Gender-responsive Procurement](#)
- [Case studies](#)



Guidance Note | Principle 5

### THE ISSUE

The global procurement market is worth trillions of dollars and involves both large and small organizations, from governments to small companies, which engage with each other through the exchange of goods and services.

Due to structural inequalities and discrimination, women entrepreneurs from a variety of backgrounds – race, class, sexual orientation, ability, education, etc. – access less capital and fewer resources than their male counterparts in these complex value chains.

Women are therefore disproportionately represented at the lowest tiers of the supply chain (see Box 2 below), carrying out lower-skilled, lower-paid jobs and operating smaller businesses. In the garment sector, for example, more than three quarters of workers globally are women and, in some countries, represent up to 90 per cent of the workforce.<sup>1</sup> However, management and supervisory positions remain male-dominated – underpinning gender-based discrimination and violence in the workplace.

The discrimination takes many forms, covered by Women's Empowerment Principle 2 (WEP2) on hiring, firing, pay and benefits, job assignments and promotions; WEP3, on occupational health and safety, particularly in the case of pregnant workers; and WEP4, on education and training.

Women hold only five per cent of the top-level supply chain positions in Fortune 500 companies.<sup>2</sup> A 2019 study found that, in the US and western Europe, where procurement organizations are the most advanced, 20 per cent of the top 50 listed companies have a woman as chief procurement officer (CPO).<sup>3</sup> In France, more than 30 women were promoted to the role of CPO over a period of 18 months, representing an increase of more than 30 per cent compared to 2015.<sup>4</sup>

### Box 1 WEPs Tool Kit

This guidance note forms part of a toolkit to help companies implement the Women's Empowerment Principles (WEPs). Focusing on the WEP5 on implementing supply chain and marketing practices that empower women, the guidance note specifically aims to support WEP5 agencies in promoting, establishing and implementing gender-responsive and ethical procurement practices without compromising quality, efficiency, cost savings and value for money. It builds on the UN Women Corporate Guide to Gender-Responsive Procurement of 2017.

The guidance note offers concrete strategies for companies on how to systematically source their goods and services from other enterprises that align with the WEPs. While the guidance note is aimed at all business leaders who have signed the WEPs, it may be particularly relevant for supply chain and purchasing departments.

WEPs Guidance Note: Gender-responsive procurement

# EQUALITY MEANS BETTER BUSINESS



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