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2. Overview: The Women’s Empowerment Principles
   The WEPs Gender Gap Analysis Tool

3. Progress so Far: From Commitment to Action

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**Global Nonprofit Business Network**

We are a global non-profit organization that works with our network of more than 265 member companies and other partners to build a just and sustainable world. From our offices in Asia, Europe and North America, we develop sustainable business strategies and solutions through consulting, research and cross-sectoral collaboration.

<table>
<thead>
<tr>
<th>Mission</th>
<th>1</th>
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<tbody>
<tr>
<td>We work with business to create a just and sustainable world.</td>
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<table>
<thead>
<tr>
<th>Global Nonprofit Business Network</th>
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<tbody>
<tr>
<td><strong>Number of Locations</strong></td>
<td>75+</td>
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<tr>
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<td><strong>Number of expertise areas</strong></td>
<td>6</td>
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<td><strong>Number of Staff</strong></td>
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<tr>
<td><strong>Number of Member Companies</strong></td>
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<tr>
<td><strong>Number of Collaborative initiatives</strong></td>
<td>20+</td>
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<td><strong>Years of experience</strong></td>
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- Copenhagen
- Guangzhou
- Hong Kong
- New York
- Paris
- San Francisco
- Shanghai
- Tokyo
Today's Speakers

Aditi Mohapatra
Managing Director
BSR

Annelise Thim
Manager
Women's Empowerment
BSR

Aude Coquatrix
Senior Manager
UN Global Compact

Cindy Pace
Vice President
Global Chief Diversity and Inclusion Officer
MetLife
Current Context: Women and the Covid-19 Crisis

The differentiated impacts of Covid-19 on women underscores the need for a targeted and tailored approach for companies to promote women’s empowerment throughout their value chain for more resilient and inclusive businesses.

Increase care work

Over one billion students globally are currently missing class due to virus-led school closures.

Increase risk of domestic violence

In China, police stations reported double the number of domestic violence related calls compared to 2019.

Vulnerable job categories

Women account for 70% of health and social workers across 104 countries.
The Women’s Empowerment Principles

Established by UN Global Compact and UN Women, the WEPs provide a gender lens for business to survey and analyze current practices and identify corporate actions to progress women’s empowerment.

The WEPs are a set of Principles offering guidance to business on how to promote gender equality and women’s empowerment in the workplace, marketplace and community.

By endorsing the WEPs, you join a global network of like-minded companies and guidance on advancing gender equality and women’s empowerment in the workplace, marketplace and community.
The WEPs Gender Gap Analysis Tool

An online resource for companies to anonymously assess gender equality performance across the workplace, marketplace, and community.

- **18** Multiple Choice Questions
- **4** Management Stages
- **2,000+** Companies
- **4** Partners

The tool is composed of 18 multiple choice questions across four areas: leadership, workplace, marketplace, and community.

The tool covers 4 management stages: commitment, implementation, measurement, and transparency.

More than 2,000 companies have used the tool.

The tool is a joint project of the UN Global Compact, UN Women, the Multilateral Investment Fund of the Inter-American Development Bank (IDB), and IDB Invest.
Progress so Far: From Commitment to Action
WOMEN’S EMPOWERMENT AND BUSINESS: 2020 TRENDS AND OPPORTUNITIES

OVERALL WEPs SCORE PERFORMANCE
Average overall score: 28%

<table>
<thead>
<tr>
<th>Score</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>&lt;25%</td>
<td>46%</td>
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<tr>
<td>50-75%</td>
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<tr>
<td>&gt;75%</td>
<td>2%</td>
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</table>

USERS BY REGION
This map shows the regional distribution of companies that have taken the WEPs Gender Gap Analysis Tool.

- Global: 3%
- North America: 6%
- Latin America: 63%
- Europe: 14%
- MENA: 3%
- Asia: 5%
- Africa: 4%
- Oceania: 2%

USERS BY COMPANY SIZE
This chart shows the size distribution of companies that have taken the WEPs Gender Gap Analysis Tool.

- >250 employees: 55%
- 10-250 employees: 33%
- >10 employees: 12%

USERS BY INDUSTRY
This chart shows the top five industries of the companies that have taken the WEPs Gender Gap Analysis Tool.

1. Financial Services
2. Energy and Extractives
3. Food, Beverage, and Agriculture
4. Healthcare
5. Information and Communications Technology

United Nations Global Compact
BSR
WOMEN’S EMPOWERMENT AND BUSINESS: 2020 TRENDS AND OPPORTUNITIES

PROGRESS SO FAR: GLOBAL AVERAGE SCORES

LEADERSHIP AVERAGE 31%

WORKPLACE AVERAGE 33%

MARKETPLACE AVERAGE 17%

COMMUNITY AVERAGE 22%

“The majority of companies have made corporate commitments to promote gender equality. Yet few have taken the necessary next steps to meet those commitments by implementing, monitoring, and reporting on progress toward gender equality.”
Progress so Far: Leadership

68% **has leadership commitment** or support for gender equality and women’s empowerment

41% **advocates for gender equality** and women’s empowerment in public forums

28% **has time-bound, measurable goals and targets**

25% **reports publicly** on progress and outcomes
The UN Global Compact is calling on companies to set and meet ambitious corporate targets for women’s representation and leadership.

In 2020, Target Gender Equality will run in 19 countries with a focus on increasing representation of women on corporate boards and in executive management positions.

**OBJECTIVE:**
To generate behavior change across 1,000+ companies at the country level.

**ACTIVITIES**
- PERFORMANCE ANALYSIS
- CAPACITY BUILDING
- ACTION DIALOGUES
- ADVOCACY
Progress so Far: Workplace

Supporting Working Parents

18% provides on-site childcare and/or referrals for off-site childcare

21% tracks the percentage of women and men using parental or care benefits

Promoting Equitable Workplace Outcomes

31% takes proactive steps to recruit women in traditionally underrepresented roles

15% publicly discloses the gender pay gap

Ensuring Safe Workplaces

28% provides annual training on zero tolerance of violence to all employees

36% tracks grievances related to workplace violence, disaggregated by sex
Progress so Far: Marketplace

26% has a responsible marketing policy/commitment addressing gender stereotypes

8% has a robust due diligence or assessment process for suppliers and vendors

4% tracks percentage spend with women-owned business

3% reports publicly on percentage spend with women-owned businesses
Gender responsive due diligence
BSR’s Making Women Workers Count: Report, Framework, Tool

Gender responsive due-diligence enables companies to have more visibility on the status of and challenges faced by women in the supply chain and broader context and develop a way forward with short and longer-term opportunities.

- **A Framework** for conducting Gender-Responsive Due Diligence in Supply Chains
- **A set of indicators** covering key areas of women’s empowerment in the workplace
- **Recommendations** for brands and suppliers on how to conduct root cause analysis and how to design effective action plans

- **An Excel tool** to:
  - Collect and analyse gender data
  - Design and track an action plan to address identified gendered issues
Progress so Far: Community

33% Has a policy/commitment embedding gender in CSR, philanthropy, advocacy and partnerships

9% Assesses impacts on men and women during human rights or social impact assessments

14% Has clear goals on desired impacts for women and girls in community projects

12% Reports publicly on the number of beneficiaries from community projects, disaggregated by sex
What Companies Can Do
# A Strategic Approach to Women’s Empowerment

BSR works with global businesses to develop a comprehensive overview of their performance on women’s empowerment, set priorities, and develop and execute a strategy that drives business success and women’s advancement.

## Identify Strengths and Gaps
- Completes the WEPs Gender Gap Assessment Tool
- Provides a high-level overview of performance on women’s empowerment in the workplace, marketplace, and community
- Identifies policy, programming and reporting gaps related to women’s empowerment
- A “temperature check”

## Analyze and Prioritize Results
- Provides a more individualized overview building on WEPs tool results
- Includes internal and external consultations
- Includes deep dives on relevant issues like supply chain or performance across subsidiaries in different regions
- Includes a prioritization process based on criteria selected by the company
- A “comprehensive view”

## Develop and Implement Strategy
- Benchmark against peer and “best in class” companies
- Helps companies design and implement a meaningful and impactful women’s empowerment strategy
- Identifies areas where companies can act, enable, and/or influence change
- Helps companies take a holistic, integrated, and strategic approach
- “From assessment to action”

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### Identify Strengths and Gaps

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Company Perspective: MetLife
Company Perspective: MetLife

Cindy Pace
Vice President
Global Chief Diversity and Inclusion Officer
Next Steps

BSR can support companies who are interested in assessing their progress on gender equality and women’s empowerment using the WEPs Tool, understanding their results, tailoring to their specific sector and across geographies, and building a holistic strategy to address the gaps and issues identified.

Endorse the WEPs

Join 2,900 + CEOs and endorse the WEPs to show your company supports the seven Principles and is committed to showing leadership and improvement on gender equality.

Take the WEPs Tool

Go online to take the WEPs Gender Gap Analysis Tool and assess your company’s performance on gender equality across the workplace, marketplace, and community.

Collaborate with Peers

Work across regions and sectors to scale impact for women through collective action.
BSR Collaborative Initiatives

Business Action for Women

A coalition of business leaders driving collective progress for women through a shared action platform and cross-industry collaboration

Why Join?

Through this collaboration, participants will:

• Identify how your company can leverage its full value chain, peers, and strategic partners to make the greatest contribution to women’s progress.

• Launch a virtuous circle of benefits for women and for business.

• Collaborate with peers and other stakeholders, including women’s funds and grassroots organizations, to identify scalable solutions to address shared challenges.

Our Mission

Inspire ambition, increase impact, and catalyze scalable corporate solutions to support women’s global progress throughout a company’s value chain.

Our Members

AVON  
EILEEN  
Coca-Cola  
SWAROVSKI  
FISHER  
TWININGS  
KERING  
MARS  
new balance  
sodexo  
PVH  
Tiffany & Co.
What Can Companies Do to Support Women During the COVID-19 Crisis

The threat that Covid-19 represents is reason to reaffirm – and not to abandon – the commitment to promoting gender equality and women’s empowerment. The list below outlines six measures for companies to support women and mitigate the gendered-impacts of the Covid-19 crisis.

• Provide financial support and paid leave to caregivers.
• Share resources around domestic violence to all employees.
• Ensure equal representation of women on internal Covid-19 taskforces.
• Support women throughout your supply chain.
• Disaggregate all relevant data by gender to track and monitor the differentiated impacts on women and men.
• Advocate for a gender-responsive and inclusive recovery.
Links and Resources

See below links to the different resources and initiatives referenced during the webinar.

• Sign on to the WEPs.

• Take the WEPs Gender Gap Analysis Tool online.

• Read the Latest WEPs Report: “Women’s Empowerment and Business: 2020 Trends and Opportunities”.

• Learn more about BSR’s work on Women’s Empowerment and Business Action for Women collaborative initiative.

• Learn more about Target Gender Equality.

• See six actions business can take to support women during the COVID-19 pandemic.
Thank you for joining!
To learn more about the information shared today and how your company can use the WEPs to promote women’s empowerment, please contact:

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Thank You

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