

# Women's Empowerment And PPP Standards

*Equality Means Business*

*Angus Rennie*

*UN Global Compact*



# The Role of the United Nations Global Compact

## UNITED NATIONS GLOBAL COMPACT

8,000+

BUSINESS PARTICIPANTS

4,000+

NON-BUSINESS PARTICIPANTS

35,000+

DISCLOSURE REPORTS SUBMITTED

### Stakeholders

Business  
Industry Associations  
Investors  
Civil Society  
Labour  
Academia  
Government



### Global Network

Europe  
Latin America  
North America  
Asia & Oceania  
Africa  
MENA



### Platforms & Programmes

Human Rights & Labour  
Women's Empowerment Principles  
Children's Rights and Business Principles  
Child Labour Platform  
Caring for Climate  
CEO Water Mandate  
Food + Agriculture Business Principles  
Anti-Corruption  
Business for Peace  
Business for the Rule of Law  
Business and Education  
Supply Chain Sustainability  
Global Compact LEAD



### Action Hubs

Water  
UN-Business



### Sister Initiatives

Global Compact Cities Programme  
Principles for Responsible Investment (PRI)  
Principles for Responsible Management Education (PRME)  
Sustainable Stock Exchanges (SSE)



# The UN Global Compact “Panel Pledge”- Male Champions of Change



“Achieving the SDGs will require greater equality and opportunity for women and girls everywhere. One practical step is pledging to make both women’s and men’s perspectives heard on stages everywhere...By taking the pledge, the UN Global Compact office in New York will not take part in or host panels comprised only of men. Our male employees will advance gender equality when they are invited to speak on an all-male panel by asking to substitute a female colleague, raising the importance of women speakers if they do attend the event, or declining the speaking engagement...I encourage our 80-plus Local Networks and over 13,000 signatories around the world to make their own pledges to bring gender balance to conferences and events – and ask them share their commitment via Twitter at **#PanelPledge.**”

-Lise Kingo, Executive Director, UN Global Compact, March 16 2016

***If you don’t intentionally include, the system unintentionally excludes.***

-Elizabeth Broderick, co-chair of the [Women’s Empowerment Principles Leadership Group](#) and Former Australian Sex Discrimination Commissioner

# Questions to consider when developing a model standard on women's empowerment and PPPs



- How do we effectively integrate a “values framework” into a value-for money framework with the SDGs at the core- not just as an incidental?
- How do we ensure best-practice PPP regulatory frameworks are integrated with national SDG frameworks- action plans and national legislation- to advance progressive, gender-sensitive PPP models?
- How do we align progressive PPP standards with broader, principle-based responsible business drivers to ensure we don't miss the chance to use PPPs to scale the movement of companies committed to the highest standards of ethics, corporate sustainability, and SDG implementation?
- How can we mobilize private finance to prioritize investing in gender-sensitive PPPs tied to SDG targets and indicators?

# Women's Empowerment Principles (WEPs) Overview



## Joint initiative of UN Women and UNGC

### The Principles

**1** Leadership Promotes Gender Equality

Elaborate gender dimension of good corporate citizenship, the UN Global Compact, and business' role in sustainable development

**2** Equal Opportunity, Inclusion and Nondiscrimination

**3** Health, Safety and Freedom from Violence

Provide a roadmap for business on how to empower women in the workplace, marketplace and community

**4** Education and Training

**5** Enterprise Development, Supply Chain and Marketing Practices

Help companies mainstream gender equality throughout business operations and other areas of corporate sustainability to create value

**6** Community Leadership and Engagement

**7** Transparency, Measuring and Reporting

Activated through a CEO statement of support (1000+ signatories worldwide)  
Transparency and reporting a critical component

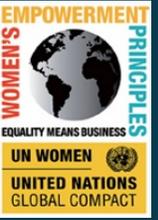


# The 7 Principles in Brief



- 1. Establish high-level corporate leadership for gender equality.**
- 2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.**
- 3. Ensure the health, safety and well-being of all women and men workers.**
- 4. Promote education, training and professional development for women.**
- 5. Implement enterprise development, supply chain and marketing practices that empower women.**
- 6. Promote equality through community initiatives and advocacy.**
- 7. Measure and publicly report on progress to achieve gender equality.**

# WEPs Signers



To search our company database please visit: [www.weprinciples.unglobalcompact.org/Site/Companies/1](http://www.weprinciples.unglobalcompact.org/Site/Companies/1)

# The Case for Investment in Gender Equality- Companies with women in management yield strong returns



**Companies with three or more women corporate directors have been shown to outperform those with no women on the board**

*"We created this Index because we believed that companies with more women in senior leadership simply perform better...There were several shifting factors driving market returns over the last two years, and despite the varied conditions, the Index performed relatively well, especially in down markets. Strong results for the Index reinforce a compelling body of research finding that gender diversity on corporate boards and in senior management is associated with better financial performance."* **Pax World President and CEO Joe Keefe, March 2016**

*"For Calvert, gender equality is an important aspiration for our own business as well as the companies in which we invest. In order for companies to reach their full potential, they must create an environment in which women are treated equally, where they hold key leadership positions, and are full participants in decision making. For this reason we created the Calvert Women's Principles on which the Women's Empowerment Principles are based. The WEP provide a road-map to help any company realize the opportunity associated with fully empowering women through inclusion, nondiscrimination, safety, education, and training--from the board room down through the supply chain."* **Barbara J. Krumsiek, President, CEO and Chair, Calvert Group, Ltd.**

# Unlocking the value of gender-sensitive PPPs and advancing the Sustainable Development Goals



## Governments can.....

- Use the WEPs as a general framework when engaging in dialogue with the private sector about their role in promoting gender equality and women's empowerment.
- Refer to the Principles as a touchstone within the Government itself to **encourage more women and male feminists/champions of change in leadership roles**—review training and mentoring policies and activities.
- Encourage departments to integrate the Principles in their processes: **procurement is especially important**
- Take them into account in developing and revising public policies on gender equality- **mainstream women's empowerment and corporate responsibility in PPP regulatory frameworks**
- Consider corporate commitment to the Principles when making decisions about which businesses to partner with, procure from, etc.
- As an investor or regulator, raise the bar on requiring gender disaggregated data when doing M&E of projects involving business