# COP Self-Assessment Guidance for Companies

Introducing questions on gender into the COP Self-Assessment

Women's Empowerment Principles and UN Global Compact Reporting Team
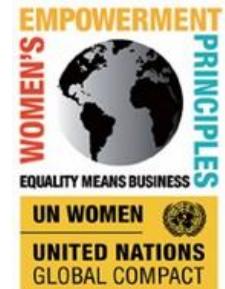
Agenda

1. United Nations Global Compact and Women's Empowerment Principles (WEPs)
2. WEPs and Reporting
3. Communication on Progress (COP)
4. Questions on Gender
5. Next Steps for Companies
6. Questions and Answers

Q&A

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Example: *Question for John Doe: What is the COP?*
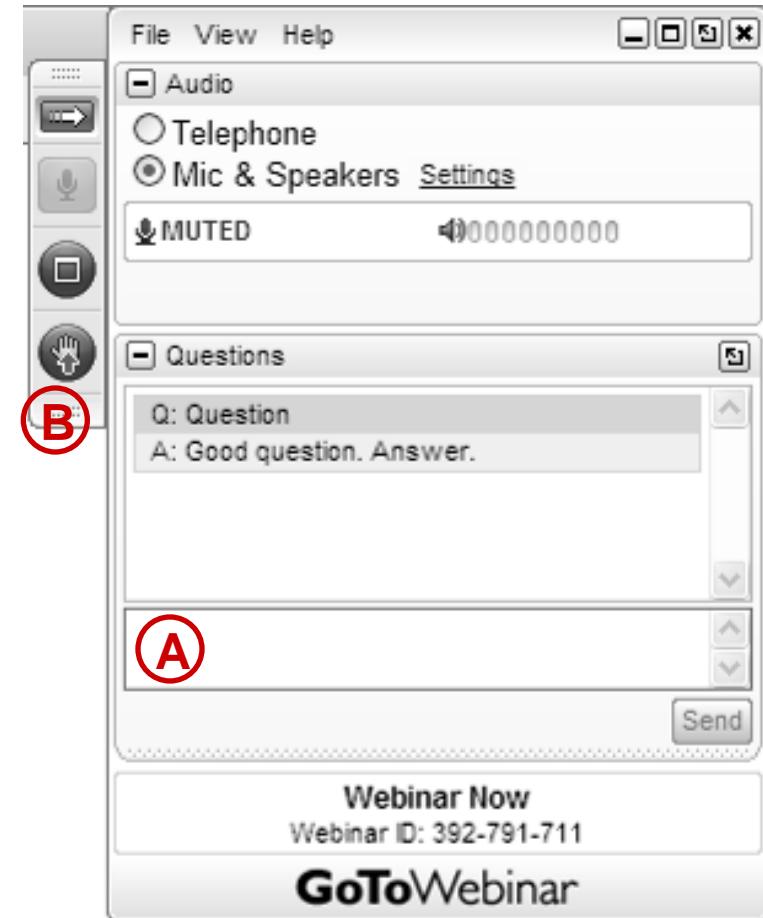
The United Nations Global Compact & WEPs
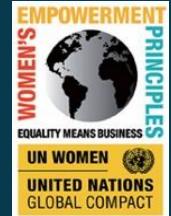
The UN Global Compact is the world's largest voluntary corporate sustainability initiative offering guidance to business on how to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.
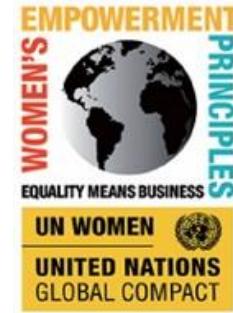
The Women's Empowerment Principles, a joint initiative of UN Global Compact and UN Women, offer guidance to business on how to empower women in the workplace, marketplace and community. The WEPs seek to point the way to best practice by elaborating the gender dimension of corporate responsibility, the UN Global Compact, and business' role in sustainable development.

Accountability and Transparency

The Principles

1 Leadership Promotes Gender Equality

2 Equal Opportunity, Inclusion and Nondiscrimination

3 Health, Safety and Freedom from Violence

4 Education and Training

5 Enterprise Development, Supply Chain and Marketing Practices

6 Community Leadership and Engagement

7 Transparency, Measuring and Reporting

United Nations Global Compact

Principle 7 of the WEPs underscores the importance of measuring and reporting
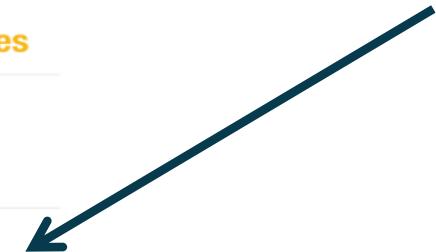
Benefits

- Track improvement against commitments

- Identify gaps in existing programmes and policies

- Benchmark performance against competitors

- Identify high impact for further replication

- Demonstrate progress to key stakeholders

- Gain recognition for good practice

- Increase trust in your business

WEPs and the COP
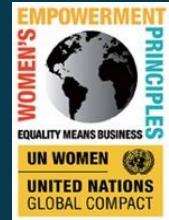
All UN Global Compact participants commit to issuing an annual [Communication on Progress (COP)](), a public disclosure to stakeholders on progress made in implementing the ten UN Global Compact Principles, and broader UN development goals.

The COP now provides an opportunity for all UN Global Compact participants that have signed the CEO Statement of Support for the WEPs to report on WEPs implementation through the COP Self Assessment with the integration of 4 gender-specific questions

United Nations Global Compact

COP Self- Assessment: Questions on Gender

Communication on Progress

General Information

» **Women's Empowerment**

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the workplace

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the community

The COP contains or refers to sex-disaggregated data

COP Self- Assessment:
Questions on Gender

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace

- ☐ Supplier diversity programme

- ☐ Composition of supplier base by sex

- ☐ Support for women business owners and women entrepreneurs

- ☐ Supplier monitoring and engagement on women's empowerment and gender equality including promotion of the Women's Empowerment Principles to suppliers

- ☐ Gender-sensitive marketing

- ☐ Gender-sensitive product and service development

- ☐ No practice for this criterion has been reported

- ☐ Other established or emerging best practices ⓘ

- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff ⓘ

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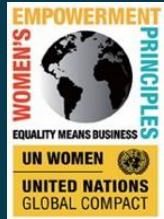
Each question allows the company to add any other practices they implement and to indicate their plans for the next COP cycle.

❑ Other established or emerging best practices
[Specify in under 255 characters, including spaces. Alternatively, indicate if your COP does not address this but explains the reason for omission (e.g., topic deemed immaterial, legal prohibitions, privacy, competitive advantage).]

❑ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff

Gender Equality Reporting Trends

Manual Review of 185 COPs

submitted by WEPs companies

88%

51%

28%

Workplace   Community   Marketplace
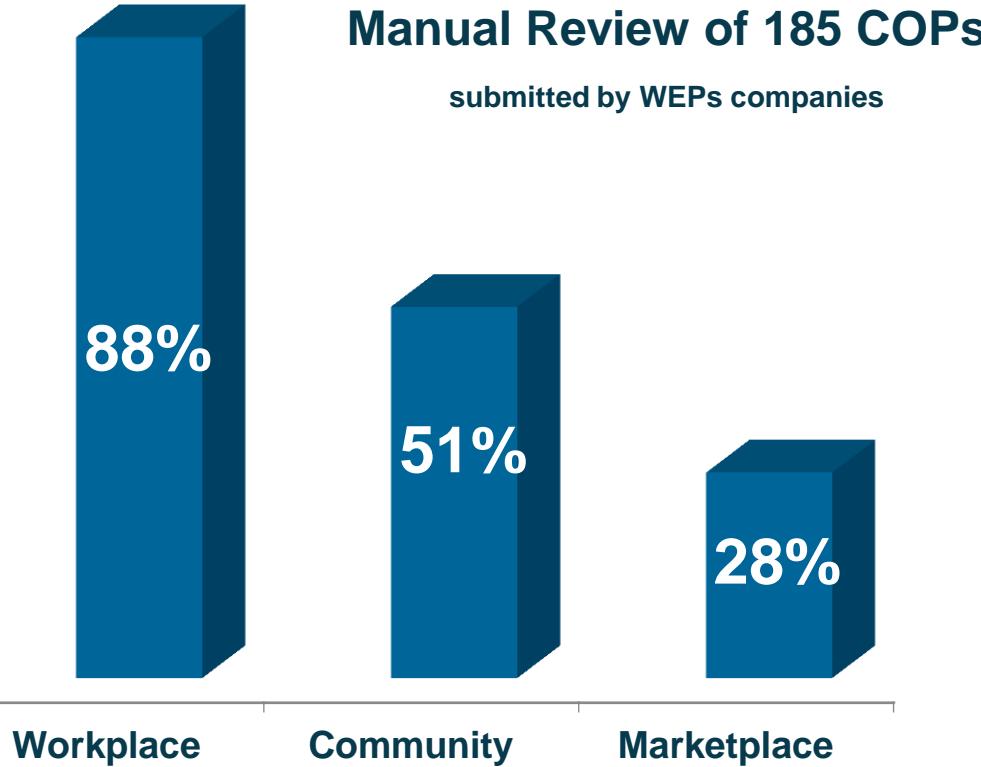
Most Commonly Reported:

Workplace policies, practices and initiatives

- Women on **boards and in senior management**
- Inclusion and **non-discrimination policies** and training
- Women in **middle management**

Least Commonly Reported:

- Percentage of **suppliers** that are women-owned
- Gender specific **impact assessments** for community engagement
- Strategy to ensure **environmental, social and governance projects** have the full participation of women and girls

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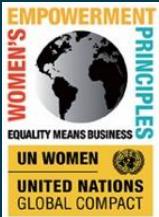
Next Steps

Next steps for Companies:

- Complete your annual COP, including the submission with the additional gender questions
- Inform the WEPs team or your Local Network representatives of any problems
- Share your feedback on the new questions so we can continue to improve our tools for gender-specific reporting
- Help us spread the word of this update to peer companies

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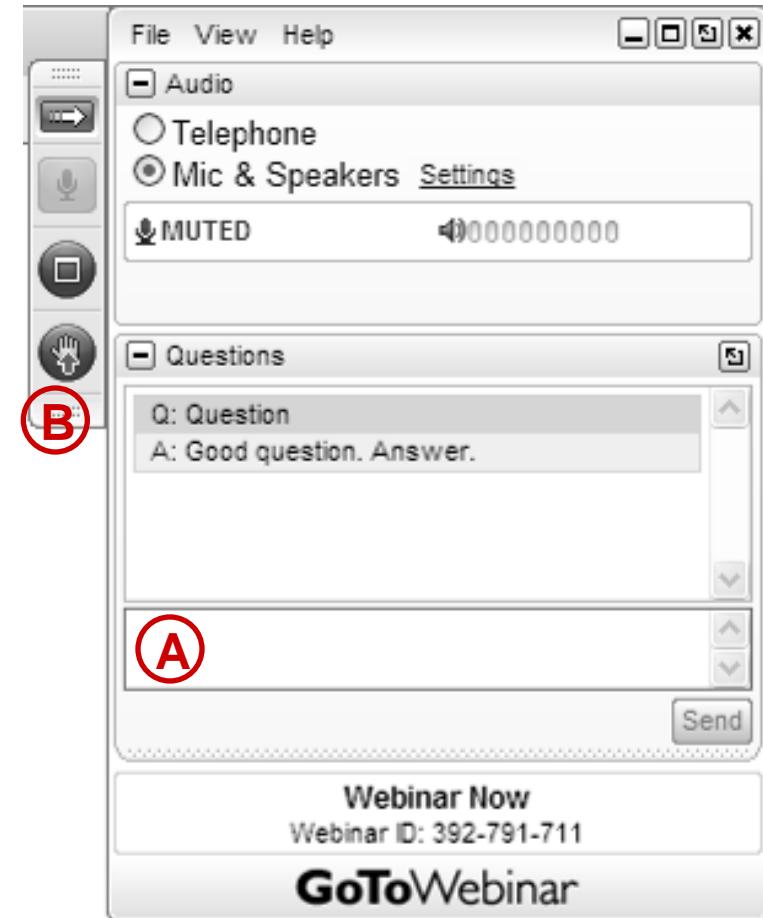
Thank You

Thank You or Joining Us

The presentation and recording of this webinar will be available on the WEPs website: www.WEPrinciples.org

For further questions please contact:
WEPs@unglobalcompact.org or **cop@unglobalcompact.org**