

# Gender Equality and Women's Empowerment Reporting Trends for UN Global Compact Companies That Signed the WEPs

## About the Communication on Progress

The **Communication on Progress (COP)** is an annual public disclosure to stakeholders on progress made by business toward implementing the **ten principles** of the **UN Global Compact** and supporting broader **UN goals and issues**.

Note: COP data is self-reported

## About the Analysis: Reporting on Gender Equality

A sample of the most recently submitted COPs\* from **Women's Empowerment Principles (WEPs)** signatory companies who are also Global Compact participants was reviewed for qualitative and quantitative data relating to gender equality and women's empowerment.

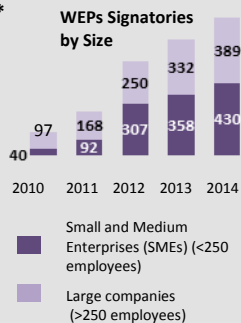
## WEPs Facts\*

**819**

WEPs Signatories

**253**

WEPs/ UN Global Compact Participants  
(Does not include subsidiaries)



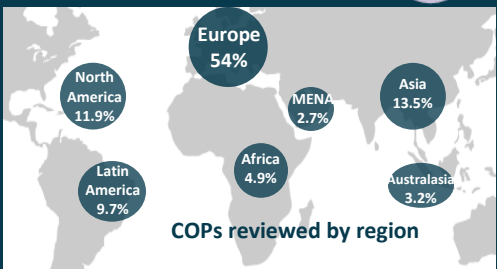
## Analysis at a Glance

**185**

COPs reviewed

COPs reviewed by size

SMEs 25% Large 75%



## Key Findings

**88% of Companies**  
Reported on gender equality in the Workplace

**51% of Companies**  
Reported on gender equality in the Community

**28% of Companies**  
Reported on gender equality in the 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

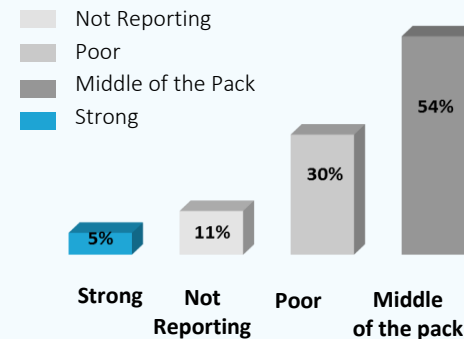
## Least Commonly Reported:

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

## Disclosure Levels

The data from COPs were categorized into disclosure levels based on 25 different best practices ranging from equal pay to supplier diversity to community engagement with a gender dimension. COPs were classified depending on how many of the 25 best practices were disclosed in the report: poor (1-4), middle of the pack (5-14), strong (15-25). The 25 best practices came from the new gender-specific COP Self-Assessment questions.

## Disclosure Levels

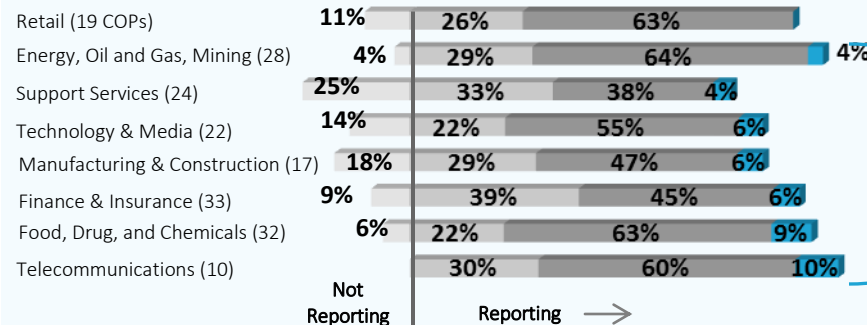


**21**  
COPs Did Not Report on Gender

**6** of these came from Support Services

**12** of these came from SMEs

## Disclosure Level by sector



**10**  
Strong COPs

**3** of these came from the Food, Drug and Chemicals sector

**5** of these came from companies headquartered in Europe

**6** of these came from companies with more than 50,000 employees

## COPs Reviewed

AAK - AarhusKarlshamn AB	Diageo Plc	KPMG International	Shiseido
AC Servicios, E.I.	Dover Vantage Inc.	KPMG Spain	Siemens AG Österreich
Accenture	Dow Chemical Company	La Poste	SIMACEK Facility Management Group GmbH
Access Bank plc	Eczacıbaşı Group	Landsbankinn	South African Post Office
Agbar	Edegel S.A.A.	Latin American Quality Institute	SUE Vodokanal of St. Petersburg
Aitken Spence PLC	Edelnor S.A.A.	Law In Order	Sumitomo Chemical Company
Alcatel-Lucent	Edesur S.A.	Levi Strauss & Co	Surtigas
Alcoa, Inc.	EGA MASTER S.A.	L'Oreal	Swarovski
Alguas, S.L.	Elektrobras Furnas (Furnas Centrais El	LVMH	Swiss Re Ltd.
Allens	Endesa Chile	Macrosad SCA	Symantec Corporation
Alvimedica Medical Technologies	Endesa Group Colombia (Codensa & Emgesa)	Maplecroft	T. Garanti Bank A.S.
Andaluz de Montajes Eléctricos y Telefónicos, S.A. (Ametel, S.A.)	Endesa, S.A.	MAS Holdings	Takeda Pharmaceutical Company Limited
Anglo American	ENUSA Industrias Avanzada, S.A.	Matex International Limited	TDC A/S
AngloGold Ashanti Ltd.	Environmental Resources Management	Mazars	Teijin Limited
AREVA	Equals International	Mazaya Investment Group	TeleConsult Group
ARGE Consulting	Ernst & Young	Merck	The Coca Cola Company
Arla Foods amba	Eskom	Microsoft Corporation	TIMA International GmbH
ASFINAG	Estratega Consulting	Mountain Equipment Co-op	Total
Atlantic Grupa d.d.	Euskaltel, S.A.	MTN Group	Transnet SOC Ltd
Australia and New Zealand Banking Group, Ltd.	FCC Construcción, S.A	National Grid plc	Tropical Cable and Conductor
Aviva plc	Firmenich	Nestle	Tryg
Avvocato Michela Cocchi - Studio Legale	FirstRand Bank Ltd.	NKSJ Holdings, Inc	Tudor Rose
Banco do Brasil	Fomento de Construcciones y Contratas, S.A. (Grupo FCC)	Novartis International AG	Turkcell İletişim Hizmetleri A.Ş.
Bank of Palestine	Fraternidad Muprespa	Novo Nordisk AS	Unilever
Banorte	Gamesa Corporacion Tecnologica, S.A.	Oesterreichische Kontrollbank AG	United Nations Federal Credit Union
BBVA	Geolog International B.V.	OMV Aktiengesellschaft	Vip Mobile d.o.o.
Belcorp	Gevaram Quality Envelopes Limited	Osaka Gas Co., Ltd	Westpac Group
BNP Paribas	Green Delta Insurance Company Limited	Össur hf.	Wipro Ltd. Pvt.
Bodegas Emilio Moro S.L.	Grupo Gesor, S.L	Ostos y Sola	Yuhan-Kimberly
Bombardier Inc.	Grupo Lacera	Paharpur Business Centre and Software Technology Incubator Park	
Boyer Holding	Hartmann Ltd. Koprivnica	Particip GmbH	
CA Technologies	HCL Technologies	Pax World Management LLC	
CaixaBank S.A.	Hidroeléctrica El Chocón S.A.	PepsiCo	
CAJAMAR Caja Rural	Hilton Worldwide	Petrobras	
Calvert Group, Ltd.	Hospital Moncloa S.A.	Planson International Corporation	
Capgemini	Hospital Plató	PT Rajawali Corporation	
Carlson	Hrvatski Telekom	Puentes y Calzadas Infraestructuras S.L.U.	
Carrefour	IKEA	Pulmuone	
Carrefour Argentina	Indra	Quality Experts	
Central Dock Sud S.A.	Infineon Technologies Austria AG	Reed Elsevier	
Chilectra S.A.	Infosys Technologies Limited	Ricoh Company	
Cinde Soluciones S.L.	INGECAL, Ingeniería de la Calidad y el Medio Ambiente S.L.	Roadmap Excelencia y Responsabilidad	
Colombia Telecomunicaciones S.A. ESP	Instituto de Crédito Oficial	Rodvalho Advogados	
comme il faut	Islandsbanki	Rosy Blue	
Commonwealth Bank of Australia	J&A Garrigues, S.L.P.	Royal Bank of Scotland	
Computomics	Jardican S.L.U.	Royal DSM	
Comverse, Inc.	Jindal Stainless Limited	Sabancı Holding A.Ş.	
Daimler AG	Kao Corporation	Safaricom Limited	
Dean's Beans Organic Coffee	Kering	SATEC	
Deloitte Croatia	Khalid Emran Limited	Schneider Electric SA	
Deloitte Serbia	Kirin Holdings Company, Limited	Sekem Group	
Deloitte Touche Tohmatsu		Sharp Corporation	
Dentsu Inc.			

## About the UN Global Compact and the 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 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption. In 2010, the UN Global Compact, in partnership with UN Women, launched the **WEPs**, 7 Principles for business on how to empower women in the workplace, marketplace, and community. Subtitled *Equality Means Business*, the voluntary principles emphasize the business case for corporate action to promote gender equality and seek to elaborate the gender dimension of corporate responsibility, the UN Global Compact, and business' role in sustainable development. Responding to requests from businesses, the WEPs Initiative developed a [gender-specific reporting guidance](#), offering practical advice on how to report on implementation of each of the seven Women's Empowerment Principles.

### Reporting on Gender Analysis

Data were pulled on October 23, 2014. At the time of export 253 WEPs companies were Global Compact participants. Due to language constraints and non-communicating statuses of Global Compact participants, the WEPs team was able to manually review and analyze data from 185 reports. Note: this analysis does not determine quality of the report or whether or not the company has programmes, measurements, initiatives in this area, it only determines whether company disclosed information on these best practices in its COP (by acknowledgement of the relevance to or impact of policies, programmes, or initiatives on women or at least one use of sex-disaggregated data).

### 25 Best Practices Reviewed

#### Workplace

- \* Senior management & board management
- \* Middle management
- \* Equal Pay
- \* Child and dependent care
- \* Support for pregnant women & maternity leave
- \* Paternity leave
- \* Recruitment & retention
- \* Education & training
- \* Health & safety
- \* Violence & harassment
- \* Inclusion & anti-discrimination

#### Marketplace

- \* Supplier diversity
- \* Composition of supplier base by sex
- \* Support for women business owners & women entrepreneurs
- \* Promotion of gender equality and WEPs to suppliers
- \* Gender-sensitive marketing
- \* Gender-sensitive product & service development

#### Community

- \* Community stakeholder engagements that are gender conscious
- \* Gender impact assessments as part of human rights assessments
- \* Ensuring female beneficiaries of community programmes
- \* Community initiatives targeted at the empowerment of women & girls
- \* Strategies to ensure that community investment projects and programmes (including ESG) positively impact and include women and girls.