

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.

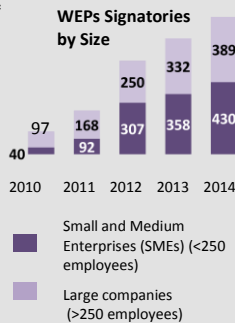
WEPs Facts*

819

WEPs Signatories

253

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



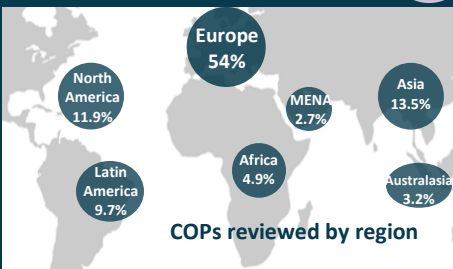
Analysis at a Glance

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

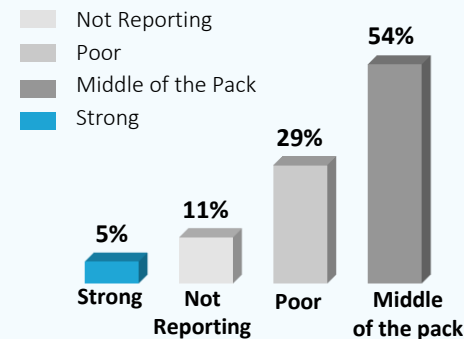
Least Commonly Reported:

- 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

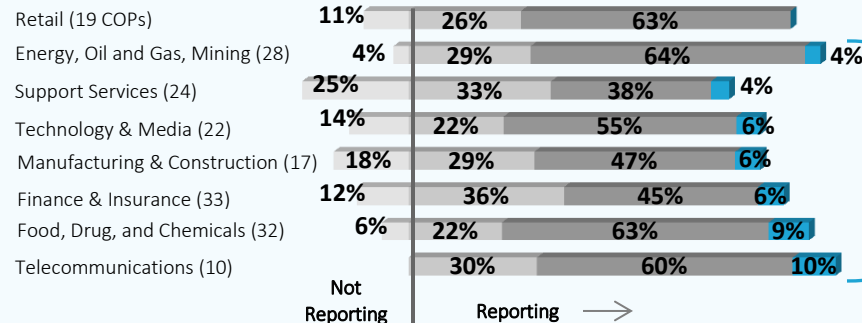


21
COPs Did Not Report on Gender

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
AC Servicios, E.I.	Dover Vantage Inc.	KPMG Spain
Accenture	Dow Chemical Company	La Poste
Access Bank plc	Eczacıbaşı Group	Landsbankinn
Agbar	Edegel S.A.A.	Latin American Quality Institute
Aitken Spence PLC	Edelnor S.A.A.	Law In Order
Alcatel-Lucent	Edesur S.A.	Levi Strauss & Co
Alcoa, Inc.	EGA MASTER S.A.	L'Oreal
Alguas, S.L.	Eletrobras Furnas (Furnas Centrais El	LVMH
Allens	Endesa Chile	Macrosad SCA
Alvimedica Medical Technologies	Endesa Group Colombia (Codensa &	Maplecroft
Andaluza de Montajes Eléctricos y Telefónicos, S.A. (Ametel, S.A.)	Emgesa)	MAS Holdings
Anglo American	Endesa, S.A.	Matex International Limited
AngloGold Ashanti Ltd.	ENUSA Industrias Avanzada, S.A.	Mazars
AREVA	Environmental Resources Management	Mazaya Investment Group
ARGE Consulting	Equals International	Merck
Arla Foods amba	Ernst & Young	Microsoft Corporation
ASFINAG	Eskom	Mountain Equipment Co-op
Atlantic Grupa d.d.	Estratega Consulting	MTN Group
Australia and New Zealand Banking Group, Ltd.	Euskaltel, S.A.	National Grid plc
Aviva plc	FCC Construcción, S.A	Nestle
Avvocato Michela Cocchi - Studio Legale	Firmenich	NKSJ Holdings, Inc
Banco do Brasil	FirstRand Bank Ltd.	Novartis International AG
Bank of Palestine	Fomento de Construcciones y Contratas, S.A. (Grupo FCC)	Novo Nordisk AS
Banorte	Fraternidad Muprespa	Oesterreichische Kontrollbank AG
BBVA	Gamesa Corporacion Tecnologica, S.A.	OMV Aktiengesellschaft
Belcorp	Geolog International B.V.	Osaka Gas Co., Ltd
BNP Paribas	Gevaram Quality Envelopes Limited	Össur hf.
Bodegas Emilio Moro S.L.	Green Delta Insurance Company Limited	Ostos y Sola
Bombardier Inc.	Grupo Gesor, S.L	Paharpur Business Centre and
Boynor Holding	Grupo Lacera	Software Technology Incubator Park
CA Technologies	Hartmann Ltd. Koprivnica	Particip GmbH
CaixaBank S.A.	HCL Technologies	Pax World Management LLC
CAJAMAR Caja Rural	Hidroeléctrica El Chocón S.A.	PepsiCo
Calvert Group, Ltd.	Hilton Worldwide	Petrobras
Capgemini	Hospital Moncloa S.A.	Planson International Corporation
Carlson	Hospital Plató	PT Rajawali Corporation
Carrefour	Hrvatski Telekom	Puentes y Calzadas Infraestructuras S.L.U.
Carrefour Argentina	IKEA	S.L.U.
Central Dock Sud S.A.	Indra	Pulmuone
Chilectra S.A.	Infineon Technologies Austria AG	Quality Experts
Cinde Soluciones S.L.	Infosys Technologies Limited	Reed Elsevier
Colombia Telecomunicaciones S.A. ESP	INGECAL, Ingeniería de la Calidad y el Medio	Ricoh Company
comme il faut	Ambiente S.L.	Rodvalho Advogados
Commonwealth Bank of Australia	Instituto de Crédito Oficial	Rosy Blue
Computomics	Islandsbanki	Royal Bank of Scotland
Comverse, Inc.	J&A Garrigues, S.L.P.	Royal DSM
Daimler AG	Jardican S.L.U.	Sabancı Holding A.Ş.
Dean's Beans Organic Coffee	Jindal Stainless Limited	Safaricom Limited
Deloitte Croatia	Kao Corporation	SATEC
Deloitte Serbia	Kering	Schneider Electric SA
Deloitte Touche Tohmatsu	Khalid Emran Limited	Sekem Group
Dentsu Inc.	Kirin Holdings Company, Limited	Sharp Corporation

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.

*Data as of October 23, 2014. The COP analysis includes the most recent COP submitted by WEPs signatories. For signatories that submitted more than one COP between 2011 and 2014 the latest COP was used.