ADOPT A GENDER POLICY
A gender policy clarifies a company’s approach to gender equality and women’s empowerment, including board and senior leadership recruitment. Several governments have put in place legislation setting quotas for boards and requiring gender policies to be disclosed. Many companies recognize that more diverse boards promote healthy debate, more opportunities and bring cultural benefits. Investors are using board diversity as part of their investment criteria.

CARRY OUT REGULAR BOARD EVALUATIONS
Regularly reviewing the board’s effectiveness, areas of strength, and opportunities for improvement can offer insights into the balance and diversity of the board’s composition. Reviewing the skills and expertise required of board members can lead to better representation of women.

REVIEW EFFECTIVE COMPETENCIES
Skills and competency matrices are used to determine the requirements for appointing board directors. However, built-in biases tend to prioritize men over women, for example requiring previous experience as a CEO or board director. Instead, matrices should be based on the skills and competencies that make the directors truly effective. This will also help grow the pool and pipeline of potential women board members.

INSTITUTE AGE AND TERM LIMITS
Boards must balance the need to bring fresh perspectives, skills and experiences, with the importance of retaining institutional memory and knowledge. Putting in place age and term limits will not only help to continuously refresh the board composition but also increase opportunities for women. Considerations could be given to adding board seats to retain directors while bringing in new diverse talent.

EXPLORE NEW AVENUES OF RECRUITMENT
Candidates tend to be drawn from the same familiar networks, contributing to narrow and homogenous groups of candidates. New networks should be explored to broaden the pool of possible talent and to help identify suitable women candidates. The Rooney rule requires diverse slates of nominees for each open seat.

CALL TO ACTION FOR GENDER PARITY ON BOARDS
Equalit\nMeans\nBusiness

Sign the Women’s Empowerment Principles and say #WeCommit to advancing gender equality in the workplace, marketplace and community. Make today your signature moment at weps.org

WOMEN’S EMPOWERMENT PRINCIPLES

**Principle 1**
Establish high-level corporate leadership for gender equality.

**Principle 2**
Treat all women and men fairly at work – respect and support human rights and nondiscrimination.

**Principle 3**
Ensure the health, safety and well-being of all women and men workers.

**Principle 4**
Promote education, training and professional development for women.

**Principle 5**
Implement enterprise development, supply chain and marketing practices that empower women.

**Principle 6**
Promote equality through community initiatives and advocacy.

**Principle 7**
Measure and publicly report on progress to achieve gender equality.

The work on WEPS and equal pay for work of equal value is funded by the European Union through the WE EMPOWER – G7 programme, implemented in collaboration with the ILO (2018-2020).