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# WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office



## CALL TO ACTION FOR GENDER PARITY ON BOARDS

- 1. 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 promotes healthy debate, more opportunities and brings cultural benefits. Investors are using board diversity as part of their investment criteria.
- 2. 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.
- 3. 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
- 4. 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.
- 5. 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.

# Equality Means Business

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](https://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.

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