STUDY ON THE APPLICATION OF WOMEN’S EMPOWERMENT PRINCIPLES (WEPs) IN TOP 50 COMPANIES IN INDONESIA

RESEARCH METHODOLOGY

50 companies with the following criteria:
- Listed in Indonesian Stock Exchange; or
- Non-listed company with more than 500 employees, minimum 7 years of operation and operating in at least 2 cities in Indonesia

1. LEADERSHIP PROMOTES GENDER EQUALITY

- 68% have policies to retain women
- 30% have policies to promote equal opportunities for career advancement
- 6% have policies to review equal pay
- 28% have program to increase number of women in leadership position
- 26% have special education or training for female employee to improve career development
- 22% assess differential impacts on women and men when developing products and/or services
- 20% have products catered to specific needs for women
- 50% have program to increase number of women in leadership position
- 38% have community development or CSR programme targeting women
- 30% take steps to ensure that women and girls are positively impacted and participated fully in community development or CSR programme
- 50% publicize information regarding gender diversity at board level
- 38% publicize company’s policies and implementation plans for promoting gender equality

2. EQUAL OPPORTUNITY, INCLUSION AND NONDISCRIMINATION

- 94% have zero tolerance policy towards violence and harassment
- 53% have zero tolerance policy towards gender-based violence and harassment
- 54% women have to prove their spouse is not covered for family insurance

3. HEALTH, SAFETY AND FREEDOM FROM VIOLENCE

- 68% have policies to retain women
- 30% have policies to promote equal opportunities for career advancement
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4. EDUCATION AND TRAINING

- 94% have zero tolerance policy towards violence and harassment
- 53% have zero tolerance policy towards gender-based violence and harassment
- 54% women have to prove their spouse is not covered for family insurance

5. ENTERPRISE DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES

- 68% have policies to retain women
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Leadership Promotes Gender Equality

Equal Opportunity, Inclusion and Nondiscrimination

Health, Safety and Freedom from Violence

Education and Training

Enterprise Development, Supply Chain and Marketing Practices

Community Leadership and Engagement

Transparency, Measuring and Reporting

www.weprinciples.org

In order to promote the principles, IBCWE, IGCN, and UN Women initiated a study on the application of the WEPs in private sector in Indonesia.

**Indonesia Business Coalition for Women Empowerment (IBCWE)**

is a coalition of companies who are committed to promote women’s economic empowerment and gender equality. Our mission is to support business to optimize its role in enhancing women’s economic empowerment and gender equality.

✉ info@ibcwe.id • 🌐 www.ibcwe.id

**Indonesia Global Compact Network (IGCN)**

is the local network of the United Nations Global Compact, the largest corporate sustainability initiatives. A call for companies to equate strategy and operations with the universal principles of human rights, labor, the environment, and anti-corruption, and take action that can advance the goals of society.

✉ igcn@indonesiagcn.org • 🌐 www.indonesiagcn.org

**UN Women**

is the United Nations organization dedicated to gender equality and the empowerment of women. UN Women’s efforts are based on the fundamental belief that every woman has the right to live a life free from violence, poverty, and discrimination, and that gender equality is a necessary for global development.

✉ info.indonesia@unwomen.org • 🌐 indonesia.unwomen.org