



United Nations Entity for Gender Equality
and the Empowerment of Women

UN WOMEN PRIVATE SECTOR ACCOUNTABILITY FRAMEWORK UNW-PSAF

A PROVISIONAL PRIVATE SECTOR PARTNER
SELF-ASSESSMENT TOOL FOR GENDER
EQUALITY AND EMPOWERMENT OF WOMEN ⓘ

REVISED VERSION JANUARY 2016

The framework may be subject to change upon further
consultations with UN and other partners ⓘ



INTRODUCTION

UN Women works with its private sector partners to promote gender equality and the empowerment of women. To support its work, it has identified the need to create a self-assessment tool inspired by the UN System Wide Action Plan (UN-SWAP) self-assessment tool, and aligned to the UN Women's Empowerment Principles (WEPs). The objective of this tool will be to support private sector partners to understand their gender impacts, identify their existing strengths and weaknesses and monitor their gender equality progress over time.

This proposed framework will support private-sector companies to more comprehensively assess their potential and actual gender impacts to assess and benchmark their progress. While UN Women will advocate for the companies to become signatories to the WEPs, it will not be a pre-requisite for the companies to partner with UN Women and apply the UN-WAF tool at this time. Furthermore, the partner companies may be headquartered in a diverse array of geographies which form differential gender contexts for their self-assessment and so the tool has to be flexible enough to cater for these diverse realities in which companies operate.



BACKGROUND

A UN Women self-assessment tool inspired by the UN-SWAP and aligned to the WEPs will provide UN Women private sector partners with the opportunity to benchmark their own performance over time, understand where they are on their journey to implement gender equality considerations in to their business, and highlight strengths and potential areas for improvement.

The seven WEPs provide a set of considerations to help the private sector focus on key elements integral to promoting gender equality in the workplace, marketplace and community. As such they have formed the basis to establish the criteria against which UN Women private sector partners can evaluate their gender related performance. Existing documentation and narrative on these principles highlight potential or actual corporate gender impacts, and examples of practices that companies can implement to highlight their operationalization of each principle. While these do not provide a definitive set of standards, policies or principles against which to evaluate corporate performance, they represent a well-recognized set of expectations and so were the starting point for the development of this tool. It should be noted that corporate gender impacts differ by sector but sector specific corporate gender impacts are not considered. Moreover, the WEPs documentation to date does not comprehensively cover all the potential gender impacts a company may have, therefore while the tool is extensive it may exclude additional potential gender impacts and associated expectations.



SELF ASSESSMENT TOOL (ABRIDGED VERSION)

A two-page quick reference abridged version of the self- assessment tool has been created to support private sector companies and UN Women staff to have an overview of the questions or indicators in the tool in each section. The tool, divided into seven sections corresponding to the seven WEPs, is presented below:

Section 1: Principle 1: Establish high-level corporate leadership for gender equality

Questions

1. Has the company signed the WEPs and established targets and benchmarks in line with the seven principles?
2. Does the company's strategic plan include high level gender equality related objectives?
3. Has the board made a public statement on its respect for gender equality and non-discrimination?
4. Has the company undertaken stakeholder consultation to develop its gender targets, strategy evaluate performance, and generate feedback on workplace gender culture?
5. Has the company undertaken a gender audit of its company policies?

Section 2: Principle 2: Treat all women and men fairly at work - respect and support human rights and nondiscrimination

Questions

6. Has the company an equal opportunities and non-discrimination policy?
7. What are the company's policies and practices to identify and address any gender wage gap?
8. What is the company's policy on paid maternity and paternity leave?
9. What is the percentage of women on the company's board?
10. What is the company's approach to build a pipeline of qualified women for management level positions?

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

Questions

11. Does the company's health and safety policy consider the implications of gender and biological, including reproductive, differences between women and men?
12. Are the company's security staff, including contractors and sub-contractors, trained on human rights including gender and security considerations?
13. Does the company have an operational level grievance mechanism for employees with complaints related to gender discrimination and sexual harassment?
14. Do new mothers have access to a breastfeeding/ pumping room?
15. What is the company's policy for allowing employees time off to fulfil caring responsibilities, including to attend healthcare appointments with dependents?

Section 4: Principle 4: Promote education, training and professional development for women

Questions

16. What is the company's approach to gender sensitization training?
17. What is the company's approach to boost women's representation in non-traditional fields in its industry?
18. What is the company's approach to improve the basic literacy and numeracy of its employees?
19. What is the company's approach to improve women employee's access to professional networks?
20. What is the company's approach to provide gender sensitive careers counselling and mentoring opportunities to employees?

Section 5: Principle 5: Implement enterprise development, supply chain and marketing practices that empower women

Questions

21. What percentage of procurement is currently sourced from companies owned, operated and controlled by women?
22. What provisions does the company make to promote access to finance for women suppliers?
23. To what extent does the supplier code of conduct include gender criteria?
24. What is the company's approach to considering gender differences in access to its products and services?
25. Does the company undertake due diligence to identify human trafficking in its supply chain?

Section 6: Principle 6: Promote equality through community initiatives and advocacy

Questions

26. What is the company's approach to conducting a human rights impact assessment of its direct operations?
27. Does the company collaborate with companies to promote wider gender equality goals?
28. Does the company undertake any community projects that have an explicit objective to positively impact women and girls?
29. To what extent are gender considerations made within any community consultation process?
30. To what extent does the company proactively engage in advocacy related to the legal constraints placed on women and girls in the countries where it operates?

Section 7: Principle 7: Measure and publicly report on progress to achieve gender equality

Questions

31. What is the company's approach to publicly communicating its gender policy and strategy?
32. Has the company undertaken a gender baseline to determine the level of inclusion of women in its workforce, supplier base, and among customers?
33. What is the company's approach to publicly reporting against its WEPs commitments?
34. What is the company's approach to organizing its oversight of the implementation of the gender equality and non discrimination policy, strategy and plan?
35. Has the company set a financial benchmark for resource allocation and resource tracking mechanism for implementation of the seven WEP principles?