

ADVANCING EQUALITY WEPs 2024 HIGHLIGHTS



Celebrating Milestones, Driving Impact and Shaping a Gender-Equal Future Together

Through the Women's Empowerment Principles (WEPs), businesses worldwide have empowered women in workplaces, marketplaces, and communities. This year's highlights showcase inspiring collaborations and measurable impact, driving us closer to a more inclusive, sustainable, and gender-equal future.

Message from our Global Head

Dear WEPs Signatories,

As we celebrate the close of 2024, I extend my heartfelt gratitude to each of you for championing gender equality and empowering women in workplaces, marketplaces, and communities around the world. Your commitment to the Women's Empowerment Principles continues to inspire change and drive progress worldwide.

Together, we have achieved milestones that pave the way for a more inclusive and sustainable future.

May this holiday season bring you joy, and may 2025 be filled with opportunities to amplify our collective impact.

Thank you for your dedication and collaboration on the journey to gender equality.

Warm wishes,

Anna Fälth, Global Head of WEPs, UN Women



ONE YEAR BY THE NUMBERS



SIGNATORIES

10,000+

As of the end of 2024, over 10,500 CEOs have committed their companies to advance gender equality and women's empowerment through the WEPs



190
countries

2,750

*Signatories in Asia-Pacific:
Fastest growing region*

772

Signatories in Brazil:
largest country network



20,000+

Participants in our webinars, workshops, WEPs Forums and training sessions

100,000

Donations from WEPs signatories. Thank you to our top donors
Vinci Construction Grands Projects & Mitsui O.S.K. Lines Ltd (Gold tier)
and *Amazon & RSM International (Silver tier)*



WEPs IN ACTION

Across the globe, WEPs signatories are driving transformative change in workplaces, markets, and communities. From signing ceremonies and press releases to participating in our knowledge sharing events, it is apparent that businesses have embraced gender-responsive practices that create measurable impact. Below are some highlights where WEPs commitments were brought to life and inspired action toward a gender-equal future.

2024 WEPs Forum Germany

Held at the German Chamber of Industry and Commerce (DIHK) in Berlin, the [2024 WEPs Forum Germany](#) brought together over 160 participants, including WEPs signatory companies. Organized by the Agency for Business and Economic Development (AWE), DIHK, and UN Women, the Forum showcased WEPs as a smart business strategy, facilitated networking, and shared innovative practices. Key topics included gender equality in the workplace, marketplace, and community, Environmental, social and governance (ESG) integration, and unconscious bias training.



2024 WEPs Forum Mexico

The WEPs Forum Mexico, hosted by UN Women and the Mexican-German Chamber of Commerce at the German Center in Mexico City, brought together over 150 participants under the theme "Gender Equality is Good Business." The Forum highlighted innovative approaches to integrating gender equality into business strategies. Future case studies will document success stories to inspire further action among WEPs signatories and stakeholders in Mexico and beyond.

Ring the Bell 2024, Nepal

Marking International Women's Day, UN Women, Global Compact Nepal, the International Finance Corporation (IFC), and the Nepal Stock Exchange (NEPSE) joined forces for "[Ring the Bell 2024](#)" under the theme "Invest in Women - Accelerate Progress." The event brought together 185 participants to promote WEPs and emphasize the private sector's role in advancing gender equality. Key discussions highlighted gender-responsive tools and public-private sector commitments to women's economic empowerment, leadership, and progress toward the SDGs.



THE 2024 THAILAND WEPs AWARDS

UN Women organized the [2024 Thailand WEPs Awards](#) with support from the *Australian government Department of Foreign Affairs and Trade (DFAT)* and local partners including Advantage Austria Bangkok, Thai E-Commerce Association, Thai Listed Companies Association, the Office of SMEs Promotion, the Securities and Exchange Commission Thailand, the Stock Exchange of Thailand and the UN Global Compact Network Thailand. The Awards celebrated 81 awardees for their outstanding gender-responsive practices. With 201 participants, cross-sectoral collaboration, including private sector leaders, SMEs, and international stakeholders. Panel discussions and resource sharing sessions provided actionable strategies to enhance gender equality in workplaces, supply chains, and communities inspiring businesses to adopt inclusive policies.



 **81**
awardees

 **201**
participants

 **150** companies in Thailand are WEPs signatories

Think Twice: Unconscious Bias Training, Georgia

UN Women in collaboration with the *Ministries of Foreign Affairs of Denmark and Norway*, and the *Swiss Agency for Development and Cooperation*, organized a WEPs session on unconscious bias that brought together over 115 participants. It uncovered how unconscious gender biases impact workplaces and leadership decisions. With engaging discussions and practical examples, the session equipped participants with tools to challenge these biases and promote inclusive practices.

Engaging Korea's DEI Leaders with WEPs

In August 2024, the UN Women Centre of Excellence for Gender Equality presented the Women's Empowerment Principles (WEPs) to the Korea Diversity and Inclusiveness Network, comprising over 200 DEI focal points from major firms in the Republic of Korea. The hour-long webinar engaged 19 participants and introduced localized tools like the [Gender Gap Analysis Tool \(GAT\)](#) and the [Transparency & Accountability Framework](#), featuring 70 ESG indicators.

WEPs Progress Meeting, Kenya

Co-organized by UN Women and UN Global Compact, the WEPs meeting gathered 102 WEPs signatories and other stakeholders to track progress in gender-responsive business practices. Leaders shared success stories, exchanged strategies and discussed operational challenges. The event emphasized shared accountability and collaboration. Follow-up webinars will guide new members on practical implementation steps for joining and implementing the WEPs.

The Path to Equality and Empowerment, Côte d'Ivoire

Co-organized by UN Women, UN Global Compact, and the *Center for International Studies and Cooperation (CECI)*, launched a pivotal document outlining strategies to advance gender equality across industries. Bringing together thought leaders and policymakers provided a roadmap for companies to implement the seven WEPs, ensuring progress toward inclusive workplaces and communities.



2024 WEPs DEEP-DIVE SERIES



Listen to the recordings of the [WEPs Deep-Dive Series](#) of 2024 with a powerful lineup of thematic webinars led by the WEPs Secretariat at UN Women. This series provided an in-depth exploration of critical topics that advance gender equality and women's empowerment in the workplace, marketplace, and community. The series explored critical themes such as *Gender Equality & ESG*, *Men as Allies*, *emerging EU Legislation*, *Family-Friendly Policies*, *Intersectionality* and *Gender-Responsive Marketing*. It also addressed pressing issues like *Women's Leadership for Climate Action*, *Advancing Gender Equality during*

Crises, and *Tackling Violence Against Women*, in line with the [Beijing+30 themes](#), showcasing businesses as drivers of change.

Over the course of 10 impactful sessions, the series brought together global experts and leading companies like *Adidas*, *Aditya Birla Capital*, *Equimundo*, *European Parliament*, *Gender At Work*, *Georgian Rugby Union*, *I.CO.P. S.p.A. Società Benefit*, *IFC*, *IOM*, *Intellias Ukraine*, *Jazz Pakistan*, *Kiddocare*, *Mondelez India*, *Nestlé Nespresso*, *Pomellato*, *S&P Global*, *Sciences Po Paris*, *Unstereotype Alliance*, *Vinci*, *Vodafone Foundation*, and *Yildiz Holding* to address emerging challenges and opportunities.

These sessions offered actionable strategies, real-world examples and tools to help businesses implement the WEPs effectively. The series has reached a diverse global audience, driving change at scale, with plans to continue this momentum into 2025.

WEPs 101 Series

The WEPs 101 series serves as an essential entry point for companies new to the WEPs. These foundational sessions introduced key concepts, practical steps and resources for businesses to start their WEPs journey. Focused on building understanding and fostering commitments, the series emphasized the business case for gender equality while showcasing how companies can integrate WEPs into their organizational culture.

Inclusive Business Growth for MSMEs, Caribbean

Supported by the Joint SDG Fund Programme, a series of sessions introduced WEPs to Micro, Small, and Medium Enterprises (MSMEs) across the Caribbean. Leaders engaged in case studies and discussions on building inclusive businesses.

Through virtual sessions in The Bahamas and Bermuda, over **110 participants** (including 104 women) explored key concepts and actionable strategies for integrating WEPs into their organizational culture.

The series led to **12 new signatories** and introduced the [Gender Gap Analysis Tool](#), empowering companies to align with WEPs principles. Workshops further engaged women entrepreneurs, fostering inclusive growth and gender-responsive business practices across the Caribbean.



EMPOWERING THROUGH PARTNERSHIPS

Partnerships are at the heart of driving meaningful change for gender equality. Working alongside organizations committed to the WEPs, we amplify efforts to create inclusive, equal, and sustainable workplaces and communities. These partnerships are showcasing transformative outcomes for gender equality worldwide.

BancoSol: Avanza Mujer Programme and Bolivia's First Gender Bond

[How can the Financial Sector Advance Gender-Responsive Financial Inclusion?](#)

Through the WEPs 2.0 Business Accelerator pilot, BancoSol transformed its organizational culture by adopting gender equality as a core priority. In 2023, it launched the *Avanza Mujer initiative*, empowering women through innovative financial solutions and capacity building. In June 2024, BancoSol issued *Bolivia's first-ever gender bond*, valued at \$30 million, to support 4,500 women-owned micro and small enterprises, advancing financial inclusion and empowerment across Bolivia.



Watch & Jewellery Initiative 2030 (WJI 2030)

The WEPs Secretariat worked with WJI 2030, chaired by Cartier and Kering, to train industry leaders and a Leadership Summit during UNGA with the participation of C-suite leaders at Cartier, Chanel, Gucci, and Pandora, the Belgian Prime Minister Alexander De Croo and Kirsi Madi. During the Summit "[Emerging Practices: Advancing Gender Equality in the Watch & Jewellery Industry](#)," a collection of case studies was published, showcasing innovative approaches and practical solutions, setting an example for other industries to accelerate gender equality through the WEPs.

UN Sustainable Stock Exchange Initiative: Advancing Gender Equality

In partnership with the UN Sustainable Stock Exchange initiative and IFC, the team organized training sessions for stock exchanges and their market participants Euronext and in Egypt, Indonesia, Jordan, Kenya, Kyrgyzstan, Luxembourg, Mexico, Pakistan, Panama, Rwanda, Switzerland and Zimbabwe. [Four Market Monitors](#) were launched in December 2024. For the International Women's Day, UN Women co-organized Ring the Bell for Gender Equality in collaboration with IFC, UN Global Compact, UN Sustainable Stock Exchange Initiative, and the World Federation of Exchanges, attracting over 120 exchanges and central counterparty clearing houses from 100 countries to participate.



Vision 2025

The Path Ahead

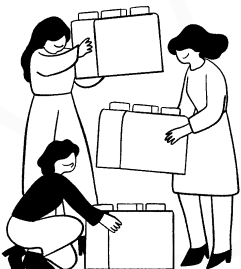
As we look ahead to 2025, we are excited to celebrate the 15th anniversary of the Women's Empowerment Principles. This milestone marks a significant moment in our collective journey toward gender equality and women's empowerment in the workplace, marketplace, and community. In this spirit of reflection and renewal, we are embarking on an important update of the WEPs framework to ensure it remains relevant and impactful. To ensure we align these updates with the evolving needs and expectations of our signatories and partners, we will be reaching out through a survey and conducting stakeholder consultations. We greatly value your input and look forward to co-creating an updated WEPs that continue to drive meaningful change across the globe.

Your support matters

As we approach 15 years of advancing gender equality through WEPs, we need your support more than ever. By donating, you are directly contributing to our mission to create lasting change. Your generosity will help us continue our work and ensure that 2025 is a year of even greater impact for gender equality worldwide. Every donation helps drive progress. Together, we can make a real difference!

[Donate as a company](#)

[Donate as an individual](#)



Renewing Commitments to Gender Equality

In 2025, the global community will commemorate 30 years since the adoption of the Beijing Declaration and Platform for Action (1995)—a defining framework for advancing gender equality worldwide. Adopted by 189 countries, the Declaration calls for collective action from governments, civil society, and the private sector to address gaps in gender equality across 12 critical areas of concern.

To honor this milestone, the WEPs Secretariat will launch the 2025 Deep-Dive Webinar Series, exploring the Beijing Platform's critical areas of concern and actionable solutions to address barriers to women's empowerment. These webinars will foster renewed commitment and mobilize stakeholders to accelerate progress toward achieving the Sustainable Development Goals (SDGs) by 2030.

[Join the 2025 Deep-Dive Series](#)

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**WOMEN'S
EMPOWERMENT
PRINCIPLES**