

**Endorsing the Women's Empowerment Principles (WEPs) of the UN Global Compact and the UN Women  
by the Private Sector<sup>1</sup>  
Closing the Gender Gap Accelerator in Egypt<sup>2</sup>**

No.	Sub-Step	Elaboration / Material / Links	Duration <sup>3</sup> - Timing
<b>Step One: Consider</b>			
1)	<b>Contact and Coordinate with the Accelerator Co-chairs and teams and show your interest<sup>4</sup></b>	Contact the Closing the Gender Gap Accelerator (CGGA) National Team to express interest and learn more about the endorsement process of the Women's Empowerment Principles (WEPs).  Companies may contact us at: <a href="mailto:info@ncw.gov.eg">info@ncw.gov.eg</a>	Turn around 5 working days
2)	<b>Find quick answers to your questions on WEPs</b>	Interested companies may find more information on the <a href="http://www.weps.org">www.weps.org</a> .  For quick information on the eligibility criteria, benefits from joining, obligations etc. please see <a href="#">FAQs</a>  You may want to also check out the <a href="#">WEPs Brochure</a> with more information on the WEPs journey	1 day

<sup>1</sup> Private sector may include: companies (private, public, state-owned and cooperatives) of any size and industry, established under national law, industry associations, and chambers of commerce

<sup>2</sup> Version of 22 September 2021

<sup>3</sup> Durations also depend on the type and size of the company

<sup>4</sup> After learning about the process and a decision was made to engage with the Egypt's Closing the Gender Gap Accelerator, please consult the Accelerator teams at the National Council for Women and the Ministry of International Cooperation

Step Two: Sign			
3)	<b>Complete the online application to become a WEPs Signatory:</b>	<p>Companies interested to join the WEPs global network are requested to apply online through the available application at the following website <a href="https://www.weps.org/join">https://www.weps.org/join</a>.</p> <p>In order to complete the application smoothly, please complete and have the following at hand:</p> <ul style="list-style-type: none"> <li>✓ The signed and dated <b>CEO Statement of Support<sup>5</sup></b> available in <a href="#">English</a> or <a href="#">Arabic</a>. Please make sure the statement is signed by the highest decision-making authority in your company</li> <li>✓ Basic company information (CEO, Primary contact information, ownership, industry etc)</li> <li>✓ Information on basic gender balance indicators: <ul style="list-style-type: none"> <li>▪ % of women employees.</li> <li>▪ % of women in management level.</li> <li>▪ % of women on boards / executive teams / partners.</li> </ul> </li> </ul> <p>The information on the indicators remains internal to the WEPs secretariat unless you choose the option to publish on the WEPs web page when creating the company profile.</p> <p>For more details please check the step by step <a href="#">Guide on How to Complete the Application</a></p>	Within 2-3 days
4)	<b>Create a company profile page</b>	<p>After submitting the online application, companies are invited to create a <b>“company profile page”</b> which establishes each signatory as a member of the WEPs community.</p> <p>It provides an opportunity to share what your company is doing to advance gender equality and women’s</p>	1 day

<sup>5</sup> Annexed to this document

		<p>empowerment in the workplace, marketplace and community. It will also act as a hub for progress reporting.</p> <p><b>Find link to the company profile page:</b>  <a href="https://unwomenb2c.b2clogin.com/unwomenb2c.onmicrosoft.com/oauth2/v2.0/authorize?p=B2C_1_UNW_WePrinciples_SinginSignUp&amp;client_id=c0c3ce92-f601-4eda-a007-926d4731dfe2&amp;response_type=code&amp;scope=openid%20email%20profile&amp;redirect_uri=https%3A//www.weps.org/openid-connect/windows_aad&amp;state=ETKCMfxw9rizHG5fUijKRXh2dqEfQe3DOXq5Or4b3EU">https://unwomenb2c.b2clogin.com/unwomenb2c.onmicrosoft.com/oauth2/v2.0/authorize?p=B2C_1_UNW_WePrinciples_SinginSignUp&amp;client_id=c0c3ce92-f601-4eda-a007-926d4731dfe2&amp;response_type=code&amp;scope=openid%20email%20profile&amp;redirect_uri=https%3A//www.weps.org/openid-connect/windows_aad&amp;state=ETKCMfxw9rizHG5fUijKRXh2dqEfQe3DOXq5Or4b3EU</a></p> <p>For more information please see the <a href="#">Guide on how to create the company profile page</a></p>	
5)	<b>Processing the WEPs applications</b>	The WEPs secretariat reviews all WEPs applications, verifies data and completeness. The applicant companies will receive a notification via email on the status of their application upon completion of the verification process.	14 days
6)	<b>Receive a WEPs welcome package with needed templates.</b>	Once the application has been approved, you will receive a <a href="#">WEPs Welcome Package</a> with internal and external communication templates, key messages, social media and outreach materials.	n/a
<b>Step Three: Activate</b>			
7)	<b>Conduct Self-Assessment:</b>	To bring the commitments into action, an action plan with key performance indicators is essential. It is important to understand your company's strengths and weaknesses and what you need to improve. The companies are encouraged to self-assess the company's strategic approach to gender equality, identify gaps and develop a WEPs action plan that addresses those gaps.	<p>It takes 1-2 Weeks to finalize the self-assessment</p> <p>And around 1 month to</p>

		<p>A free online self-assessment tool is available for companies and can be found at <a href="#">The WEPs Gender Gap Analysis Tool</a>. Companies will need to go through the following:</p> <ul style="list-style-type: none"> <li>A- Register the company and log in on <a href="#">The WEPs Gender Gap Analysis Tool</a></li> <li>B- Review the tool and consult different departments in the company to prepare for the self-assessment,</li> <li>C- When the data is ready, complete the self-assessment online. The data provided are not made public.</li> <li>D- Review the assessment findings, and develop the WEPs action plan that include the baseline and performance indicators that will allow to measure the progress achieved.</li> </ul> <p>More details on the steps are found below:</p>	finalize the action plan.
<b>A- Prepare for the self-assessment</b>		Before conducting the self-assessment companies need to prepare beforehand, especially large companies.	
	Assign a lead contact.	A person who will lead the coordination and contact process shall be designated.	Within 1-2 days
	Form team members.	Create a diverse team with representation from relevant and competent departments within the company.	Within 1-2 days
	Prepare for the assessment.	Read the self-assessment tool and share with all the team members, gather relevant data and reports	1 day 2-3 hours
<b>B. Complete the online assessment.</b>		<p>Companies need to fill the online self-assessment tool (i.e., WEPs Gender Gap Tool). The tool has 18 questions revolving around specific four areas.</p> <p>They can find below the link to undertake it:</p>	1 day 2-3 hours

		<a href="https://weps-gapanalysis.org/accounts/login/?next=/gat/">https://weps-gapanalysis.org/accounts/login/?next=/gat/</a>	
	Receive the results of the assessment.	Once the tool is completed and submitted, the company receives the results of the assessment	n/a
	Consult relevant resources.	To prepare for drafting the WEPs Action Plan, companies are encouraged to consult available resources, including examples and good practices by their peers, available online on the <a href="http://wep.org">wep.org</a> under <a href="#">Resources</a> tab.	1-2 weeks
<b>C. Develop an action plan.</b>		<p>After results are gathered from the self-assessment, companies can develop an action plan based on the strength and opportunities identified by the self-assessment. The plan shall have key performance indicators. An example template of <a href="#">WEPs Gender Action Plan Form</a> is available.</p> <p>Technical guidance may be requested to support the companies in conducting the self-assessment and developing the WEPs Action Plan.</p>	1 month
<b>Step Four: Engage</b>			
8)	<b>Share with your teams and partners the progress and steps taken</b>	<p>As a member of the WEPs community, companies have the opportunity to engage their team, business partners, clients and customers to ensure a gender-inclusive ecosystem and value chain. Companies are invited to share good practices and business-to-business learning on social media with #WeShare. Use “#WeShare” and raise awareness about the WEPs.</p> <p>Also invite their teams, business partners, clients, and customers to take advantage of the free-of-charge and certified WEPs learning content.</p>	Regular basis
<b>Step Five: Sustain</b>			

9)	<b>Monitor and track your performance.</b>	<p>To sustain progress on your WEPs Journey, companies are invited to communicate progress, share experiences and lessons learned from the engage and activate stages. Use the performance indicators suggested by the WEPs and included in your WEPs Action Plan in order to monitor and track the performance on a regular basis.</p> <p><b>Find indicators annexed to the following brochure link:</b>  <a href="https://www.weps.org/sites/default/files/2021-05/WEPS_BROCHURE.pdf">https://www.weps.org/sites/default/files/2021-05/WEPS_BROCHURE.pdf</a></p>	Regular basis
<b>Step Six: Report</b>			
10)	<b>Report your progress (either privately or publicly) with supporting data / info for the last fiscal year</b>	<p>At the end of each fiscal year develop reports to showcase the progress. Reporting is voluntary and not a requirement of the WEPs.</p> <p>Tracking performance and progress towards gender equality and women’s economic empowerment is a core value of the WEPs since it allows companies to uphold their commitments to gender equality in the workplace, marketplace, and community.</p> <p>Please see the step by step guidance on <a href="#">How to Report Progress</a> through weps.org website.</p>	After each fiscal year since commitment
Total of <i>duration</i> needed to finalize the WEPs endorsement process per company			Estimated at 2 - 3 months

\*\*\* For further information please consult the WEPs platform <https://www.weps.org/> or read the WEPs brochure [https://www.weps.org/sites/default/files/2021-05/WEPS\\_BROCHURE.pdf](https://www.weps.org/sites/default/files/2021-05/WEPS_BROCHURE.pdf)



Figure 1 The Seven Women's Empowerment Principles

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**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

**CEO Statement of Support for the Women's Empowerment Principles**

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

Please join us.

CEO Name: \_\_\_\_\_ CEO Signature: \_\_\_\_\_  
Name of the company: \_\_\_\_\_  
Date: \_\_\_\_\_



United Nations Global Compact



*Annex 1 The CEO Statement of Support for the WEPs*