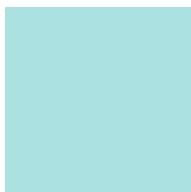
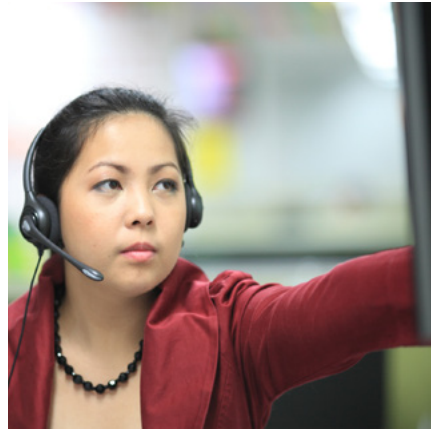


# WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office



## Ecosystem Landscaping to advance the Accountability to implement the Women's Empowerment Principles in ASEAN



Funded by the European Union



**weempowerasia**  
Gender equality means good business





# ACKNOWLEDGEMENTS

UN Women gratefully acknowledges the collaboration of the International Labour Organization's (ILO) Responsible Supply Chains in Asia Programme and Value for Women in the production of this report. We deeply appreciate the guidance of the peer reviewers. The report was produced under the overall supervision of the WeEmpowerAsia Programme and co-authored by Luis Marquez (Value for Women) and Katja Freiwald (UN Women, Programme Manager WeEmpowerAsia)

UN Women is grateful to the European Union for supporting this report through the support of both the WeEmpowerAsia Programme and the Responsible Supply Chains in Asia Programme.

Additionally, UN Women would like to thank the following people for their support in the development of this report: Fredy Guayacan, Programme Manager, Responsible Supply Chains in Asia Programme (ILO); Joni Simpson, Senior Gender and Non-discrimination Specialist for East Asia, South East Asia and the Pacific (ILO); Keiko Nowacka, Senior Social Development Specialist, Gender and Development, Sustainable Development and Climate Change Department (Asian Development Bank); Koh Miyaoi, Asia-Pacific Gender Team Leader (United Nations Development Programme); Annelise Thim, Manager, Women's Empowerment (BSR); Cai Cai Chief, Gender Equality and Social Inclusion Section (ESCAP); Ryce Chanchai (UN Women Gender and Governance Specialist) and Anna Gollup, Policy Analyst, Economic Institutions (UN Women). Finally, UN Women would like to thank all WeEmpower Asia Programme Managers: Siriporn Rathie (Thailand), Iriantonil Alumna (Indonesia), Kim Lan Nguyen (Vietnam), Ma. Rosalyn Mesina (Philippines).

Prepared by



















VALUE  
FOR  
WOMEN

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# ACRONYMS

**ASEAN** – Association of Southeast Asian Nations

**BCA** – Bank Central Asia

**CEDAW** – Convention on the Elimination of All Forms of Discrimination against Women

**CDL** – City Development Limited

**CSX** – Cambodia Securities Exchange

**DAC** – Diversity Action Committee

**DFI** – Development Finance Institutions

**EDGE** – Global Business Certification for Gender Equality

**EPIC** – Equal Pay International Coalition

**ESG** – Environmental, Social and Corporate Governance

**ETF** – Exchange-traded funds

**EU** – European Union

**FAW** – Financial Alliance for Women

**Findex** – World Bank Financial Inclusion Index

**GDP** – Gross Domestic Product

**GEI** – Bloomberg Gender-Equality Index

**GII** – UNDP Gender Inequality Index

**GAP** – Gender Analysis Pathway

**GRB** – Gender-Responsive Budgeting

**GRI** – Global Reporting Initiative

**GRP** – Gender-Responsive Procurement

**HOSE** – Ho Chi Minh City Stock Exchange

**IBCWE** – Indonesia Business Coalition for Women Empowerment

**IDX** – Indonesia Stock Exchange

**IFC** – International Finance Corporation

**ILO** – International Labour Organization

**KII** – Key informant interviews

**LSX** – Lao Securities Exchange

**MCCG** – Malaysian Code on Corporate Governance

**MNE Declaration** – ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

**MSME** – Micro, Small, and Medium Enterprise

**NAP** – National Action Plan

**NFIS** – National Financial Inclusion Strategy

**OCBC** – Oversea-Chinese Banking Corporation

**OECD** – Organisation for Economic Co-operation and Development

**OJK** – Financial Service Authority Indonesia

**OSH** – Occupational health and safety

**PSE** – Philippine Stock Exchange

**ROA** – Return on Assets

**RSCA** – Responsible Supply Chains in Asia

**SDG** – Sustainable Development Goal

**SE** – Stock Exchange

**SEC** – Securities and Exchange Commission

**SEDEX** – Supplier Ethical Data Exchange

**SET** – Stock Exchange of Thailand

**SGX** – Singapore Exchange

**SME** – Small and Medium Enterprise

**SN** – Danone Specialized Nutrition

**STEM** – Science, Technology, Engineering, and Math

**TESDA** – Technical Education and Skills Development Authority

**WBL** – World Bank's Women, Business and the Law database

**WEA** – WeEmpowerAsia Programme

**WEF** – World Economic Forum

**WEOF** – Women Entrepreneurs Opportunity Facility

**WEPS** – Women's Empowerment Principles

**YSX** – Yangon Stock Exchange



# EXECUTIVE SUMMARY

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**“The Association of Southeast Asian Nations (ASEAN) is a highly dynamic and diverse region. Over the past 50 years, Southeast Asia has been through a rapid economic transformation. With a population over 650 million, ASEAN has the third-largest labour force in the world, behind China and India. Economic growth has been rapid and trade both within and outside of ASEAN has continuously been expanding. This has made it possible for all ten ASEAN Member States to achieve higher living standards, including progress towards gender equality.”<sup>1</sup>**

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Guided by the 1995 Beijing Declaration and Platform for Action and carried forward by the Sustainable Development Goals (SDGs),<sup>2</sup> the **region has made progress towards gender equality**. The ASEAN region now sees higher school enrolment and completion rates for girls, literacy, longer average life expectancies, a reduction in maternal mortality rates, and more women are accessing managerial roles.<sup>3</sup>

**In spite of this progress, persistent gender inequalities remain.** Gender gaps remain in labour force participation, high- and medium-skilled employment, and representation in leadership and decision-making roles.<sup>4</sup> Girls education completion rates trail behind those of boys, particularly at the secondary and tertiary levels. COVID-19 has deepened these gender gaps, as women and girls bore an additional brunt of the pandemic in the form of higher risks of job or income loss, increased levels of intimate partner violence, and more time spent on domestic and care work.<sup>5</sup> For example, 30% of women compared to 16% of men in ASEAN Member States noted an increase in the intensity of domestic work since the COVID-19 pandemic took hold in the region.<sup>6</sup>

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<sup>1</sup> UN Women (2021). ASEAN Gender Outlook: Achieving the SDGs for all and leaving no woman or girl behind. Available at: [https://data.unwomen.org/sites/default/files/documents/Publications/ASEAN/ASEAN%20Gender%20Outlook\\_final.pdf](https://data.unwomen.org/sites/default/files/documents/Publications/ASEAN/ASEAN%20Gender%20Outlook_final.pdf)

<sup>2</sup> United Nations. 2015. *Transforming Our World: The 2030 Agenda for Sustainable Development*. Geneva.

<sup>3</sup> UN Women (2021). ASEAN Gender Outlook: Achieving the SDGs for all and leaving no woman or girl behind. Available at: [https://data.unwomen.org/sites/default/files/documents/Publications/ASEAN/ASEAN%20Gender%20Outlook\\_final.pdf](https://data.unwomen.org/sites/default/files/documents/Publications/ASEAN/ASEAN%20Gender%20Outlook_final.pdf)

<sup>4</sup> UN Women (2021). ASEAN Gender Outlook: Achieving the SDGs for all and leaving no woman or girl behind. Available at: [https://data.unwomen.org/sites/default/files/documents/Publications/ASEAN/ASEAN%20Gender%20Outlook\\_final.pdf](https://data.unwomen.org/sites/default/files/documents/Publications/ASEAN/ASEAN%20Gender%20Outlook_final.pdf)








<sup>5</sup> United Nations (UN) Women. 2020. *Unlocking the Lockdown: The Gendered Effects of COVID-19 on Achieving SDGs in Asia and the Pacific*. New York: UN.

<sup>6</sup> ILO (2020). *Asia-Pacific Employment and Social Outlook 2020: Navigating the crisis towards a human-centred future of work*. Available at: [https://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/@sro-bangkok/documents/publication/wcms\\_764084.pdf](https://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/@sro-bangkok/documents/publication/wcms_764084.pdf)



**UN Women has partnered with the private sector given their key role in promoting gender equality.** Across Asia, small and medium enterprises (SMEs) comprise a key driver of local and national economies, accounting for an estimated 96% of all enterprises, while providing two out of three jobs in the region<sup>7</sup>. Gender diversity in companies' workforce and leadership improves innovation, cost savings, productivity, resilience, market growth and brand reputation<sup>8</sup>. The private sector is also pivotal in leading a gender-responsive, post-pandemic recovery. The private sector's reach makes it uniquely positioned to provide women with greater economic and social empowerment, the benefits of which ultimately impact the family, workplace, and community.

With this in mind, the **UN Global Compact's Women's Empowerment Principles (WEPs)** were created in 2010 to engage the private sector in closing gender gaps in seven key areas:

-  **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 non-discrimination
-  **Principle 3:** Ensure the health, safety, and well-being of all women 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

The WEPs are guided at their core by the needs of women workers from all sectors and backgrounds. They recognize the contribution and potential for empowerment of women workers along every stage of the value chain – from producers, to production-line workers, to business managers, to suppliers, business owners and consumers. They also recognize the unique vulnerability of women in the informal sector, which is particularly large in Asia, and of migrant workers, both groups often left out of company approaches to inclusive business conduct.

Working to promote the WEPs is essential to achieve the Sustainable Development Goals (SDGs), particularly **SDG 5: Achieve gender equality and empower all women and girls**. To 'ensure healthy lives and promote well-being for all' (SDG 3) and achieve 'full and productive employment and decent work for all' (SDG 8), women must be guaranteed a safe, equal, and respectful workplace (WEP 2 and WEP 3); to 'ensure inclusive and equitable quality education and [to] promote lifelong learning opportunities for all' (SDG 4), women must have access to education, training, and professional development opportunities (WEP 4). And finally, to 'achieve gender equality and empower all women and girls' (SDG 5), women must be provided with corporate leadership opportunities and non-discriminatory and healthy workspaces, while the private sector must commit to greater community advocacy, and standardized monitoring and reporting of gender initiatives – all of which are envisioned within the WEPs seven principles.

<sup>7</sup> Yoshino, N. and Taghizadeh-Hesary, F. December 2018. Working Paper No. 911. *The Role of SMEs in Asia and Their Difficulties in Accessing Finance*. ADBI Working Papers Series.

<sup>8</sup> UN Women. (2020). *Women's Empowerment Principles (WEPs) Introduction for Companies in the Asia-Pacific*. Available at: <https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2020/11/201022wepsbrochure%20ffvfwepsorg.pdf?la=en&vs=5332>

As of February 2021, globally more than 4,000 companies to date have committed to the seven WEPs' principles.<sup>9</sup> This report looks particularly at the implementation of the WEPs among the Member States of ASEAN<sup>10</sup>, where only 201 companies have signed the WEPs<sup>11</sup>. This report argues that although the WEPs are specifically tailored for the private sector, **the public sector plays an important and complementary role in the WEPs implementation**, specifically by providing incentives, regulation, and oversight.

## Report Overview

**PART I** of this report (*"Landscape of the Current Public Policies and Regulations and Actionable Roadmap linked to reporting on the WEPs thematic areas"*) discusses the development of **the WEPs Public Policy Roadmap and Scorecards** in detail, highlighting good practice policy and reporting options available to each ASEAN member state.

**PART II** (*"Landscape of the Private Sector and its Current Status of Gender Reporting"*) begins by presenting an analysis of what ASEAN stock exchanges and security and exchange commissions are doing to promote gender equality in ASEAN. Stock exchanges and security and exchange commissions were chosen as points of analysis for two reasons: a large percentage of ASEAN companies are listed on stock exchanges, and stock exchanges and security exchange commissions remain the largest unified regulatory bodies within the private sector. Then, an analysis of the reporting standards of 75 publicly listed companies on WEP-related issues is provided, as well as examples of good practices adopted by these companies. This section concludes with a comparative assessment of the indicators used in private sector gender indices.

**PART III** (*"Recommendations for Governments, Regulators, Stock Exchanges, Security and Exchange Commissions, Companies, and Advocacy, Civil Society, Employers' and Workers' Organisations to Drive Action on the WEPs"*), and to promote gender equality and establish more accountability and transparent reporting mechanisms on gender-equality and the WEPs in particular. This includes 8 Essential Gender Reporting Indicators for ASEAN policymakers to mandate.

## The WEPs Public Policy Roadmap and Scorecard

The public sector's most essential contribution to the WEPs is its implementation of a transparent system of monitoring and gender data collection, where corporate reporting of gender equality measures is standardized, public, and consistent. What is not measured, after all, cannot be achieved.

This report introduces the **WEPs Public Policy Roadmap**, which seeks to support ASEAN member states both in analysing their current public policies to promote gender equality in the private sector and in driving further progress, with a specific focus on areas where member states can improve reporting. From this, **a WEPs Country Public Policy Roadmap Scorecard** was produced for each ASEAN member state, which offers a policy assessment of gender inclusivity per country, indicating both current policies and programs mapped to each of the seven WEPs and recommendations on how the member state can improve.

<sup>9</sup> UN Women et al. 2020. *The Power of Working Together: Emerging Practices that Advance Women's Economic Empowerment*. New York.

<sup>10</sup> Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Vietnam

<sup>11</sup> Based on WEPs as per May 27, 2020. Available at: <https://www.weps.org/companies>

Guided by the WEPs Public Policy Roadmap and their specific Scorecard, governments may implement related public policies and be more transparent in their own WEPs-related reporting.

## **WEPs Public Policy Roadmap Key Findings**

The WEPs Public Policy Roadmap has brought a series of key findings to help guide ASEAN policymakers operationalize gender-inclusive practices that will ultimately contribute to human and economic development.

### **WEP 1: Establish high-level corporate leadership for gender equality**

- All 10 ASEAN member states have ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and four countries (Cambodia, Indonesia, Philippines and Thailand) have also ratified the Optional Protocol to CEDAW.
- 2 out of 5 key ILO gender equality conventions (C100 and C111) have been ratified by all ASEAN member states. Three countries (Indonesia, Cambodia and Philippines) have ratified all the core ILO fundamental conventions.
- 5 countries in the region have laws, legal instruments, or national strategies on gender-responsive budgeting (GRB) initiatives.

### **WEP 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination**

- 3 out of 10 countries have legislation that mandates equal remuneration for work of equal value.
- While countries in the region have legislation on maternity and paternity leave, their legislation does not necessarily meet recommended international standards and most countries do not go beyond legislation to develop care programmes to support working parents.

### **WEP 3: Ensure the health, safety, and well-being of all women workers**

- 7 out of 10 of ASEAN member states have specific legislation on sexual harassment in the workplace.

### **WEP 4: Promote education, training, and professional development for women**

- 4 out of 10 countries reported having professional development programs targeted at women in leadership or in non-traditional vocations. Specifically, Malaysia, Indonesia, the Philippines, and Thailand have government supported programmes to support the pipeline of women in STEM.

### **WEP 5: Implement enterprise development, supply chain and marketing practices that empower women**

- No legislation to promote Gender-Responsive Procurement (GRP) was identified in ASEAN Member States.



## **WEP 6: Promote equality through community initiatives and advocacy**

- There is an opportunity to develop public-private partnerships to promote gender equality in the private sector across ASEAN. ASEAN member states have multiple private sector initiatives that have been launched in the last three years to promote gender equality in the private sector. However, many of these initiatives are neither driven nor actively supported by the public sector or workers' organizations.

## **WEP 7. Measure and publicly report on progress to achieve gender equality**

- Malaysia, the Philippines, and Singapore have mandates or guidance regarding gender equality reporting for publicly listed companies.



# **Gender Analysis of Stock Exchanges and Exchange Commissions**

With Stock Exchanges (SE) and Securities and Exchange Commissions (SEC) currently evaluating strategies to build back better economies in a more inclusive way post-COVID-19, the findings of this report offer an opportunity to embrace gender-equal and long-term policies that significantly speed up that time frame. Key findings, found in Part 2, include:

- Stock exchanges are cautiously taking action on gender equality, mainly focused on providing guidance and supporting gender-related private sector initiatives, rather than developing reporting mandates, targets or quotas. Stock exchanges are cautiously taking action on gender equality, mainly focused on providing guidance and supporting gender-related private sector initiatives, rather than developing reporting mandates, targets or quotas.
- Stock exchanges have developed multiple gender-related CSR initiatives and are looking at the business case of gender equality to secure buy-in from listed companies to promote action and reporting on gender equality.
- The IFC ESG Standards and reporting guidelines were identified as key sources of support with regard to sustainability reporting in general.
- Broader government regulation on women's empowerment can be the starting point for stock exchanges to advance gender equality initiatives.



## WEPs & Gender Equality Reporting Practices in ASEAN Companies

The mapping of all gender-related data reported by 75 publicly held companies in nine<sup>12</sup> ASEAN member states points to varied gender equality reporting practices. Key findings, featured in Part 2, include:

- Very few of the top publicly listed companies in ASEAN have signed the WEPs as of February 2021;
- 55% of top publicly listed companies are disclosing the number or percentage of employees based on sex and in most ASEAN member states;
- Only 7% report publicly on the actual pay gap in their company;
- Few companies report on gender-sensitive recruitment and retention practices;
- Only one company out of 75 communicated having a sexual harassment reporting mechanism;
- Only 7% of companies report providing specific educational and professional development opportunities targeted at women;
- No company reports having gender-responsive procurement practices for their suppliers and only 2 companies report having supplier diversity initiatives.



## Recommendations

Based on the findings, this report recommends the following Actions, featured in Part 3, to promote gender equality in the private sector and advance company reporting on WEPs-related indicators:

- **ACTION 1: Establish high-level commitment to gender equality and women's empowerment at all levels, especially in government, regulators and business**
- **ACTION 2: Incentivize and increase accountability towards transparent reporting to advance women's economic empowerment**
- **ACTION 3: Improve the enabling environment for women in the private sector**
  - Facilitate the Safe Participation of Women in the Workforce
  - Develop Specific Actions and Goals to Support Women in the Workplace
  - Provide Specific Support for Women-Owned Businesses

<sup>12</sup> Brunei Darussalam is excluded from this review due to data unavailability. See further explanation on Annex 1d: Methodology for Top 75 Companies in ASEAN Review.



# I. WHY WE WROTE THIS REPORT

## I.I The Women's Empowerment Principles & Transparency as an Impetus for Action

The Women's Empowerment Principles (WEPs)<sup>13</sup> are a set of seven Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace, and community. Established by the UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. They are a global framework offering an opportunity to look at and stimulate private sector action. They also offer an opportunity for transparent, aligned and accelerated progress across the Association of Southeast Asian Nations (ASEAN) towards achieving gender equality.

Figure 1. Women Empowerment Principles (WEPs)



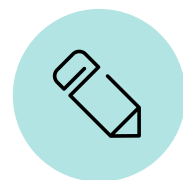
PRINCIPLE 1  
GENDER-EQUAL  
CORPORATE LEADERSHIP



PRINCIPLE 2  
GENDER EQUALITY IN  
THE WORKPLACE



PRINCIPLE 3  
EMPLOYEE AND  
HEALTH SAFETY



PRINCIPLE 4  
EDUCATION AND  
TRAINING FOR WOMEN



PRINCIPLE 5  
ENTERPRISE AND SUPPLY  
CHAIN DEVELOPMENT



PRINCIPLE 6  
EQUALITY THROUGH  
COMMUNITY ADVOCACY



PRINCIPLE 7  
MEASURE AND REPORT  
PROGRESS

**The WEPs are a primary avenue for private sector delivery on gender equality dimensions of the 2030 Agenda for Sustainable Development.**

By unlocking women's and girls' potential, substantial positive impact is made on business productivity, families, and communities. Although the WEPs are an overarching framework directed at companies in the private sector, it is guided at its core by the needs of women workers from all sectors and backgrounds. The WEPs recognize the contribution of and potential for empowering women workers along every stage of the value chain -- from consumers, to suppliers, to production-line workers, to business managers, to business owners.

<sup>13</sup> For details on the WEPs, please see <https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2020/11/201022wepsbrochure%20ffwweepsorg.pdf?la=en&vs=5332>

**The WEPs provide a holistic framework for advancing gender-equality in ASEAN**

**economies** by providing guidance for companies to promote and integrate gender equality into their value chains. They also have the opportunity and responsibility to demonstrate gender inclusivity's benefits.<sup>14</sup> The private sector has a key role to play in breaking down barriers to gender equality and driving progress for women. The WEPs provide key elements integral to empowering women and promoting gender equality in the workplace, marketplace, and larger community. Although WEPs were designed to offer guidance for private sector corporations, they **are equally applicable to the public sector**.

**What is not measured cannot be achieved.** WEP #7 states that "Transparency and accountability are required for companies to uphold their commitments to gender equality in the workplace, marketplace, and community." Standardized measuring and reporting mechanisms are crucial to monitoring and tracking performance and progress. Top business leaders and stakeholders agree that while not everything of value can be counted, it is difficult to manage what is not measured.<sup>15</sup>

The WEPs **aim to increase private sector transparency while providing guidance for both the public and private sector on working towards gender equality**, all in line with the UN's Sustainable Development Goals.<sup>16</sup> Transparency refers to corporate reporting of gender equality measures in a standardized, public, and consistent form. However, governments play a key role incentivising the private sector to adopt more transparent reporting methods, better accountability mechanisms, and standardized, gender-responsive business conduct.

**Guided by the WEPs, governments may implement related public policies and be more transparent in their own reporting.** This report, developed for UN Women's WeEmpowerAsia (WEA) programme (see In Focus box) and the International Labour Organization's (ILO) Responsible Supply Chains in Asia (RSCA) programme (see In Focus box), **provides policymakers, companies, civil society, employer organisations and other stakeholders in the ASEAN with comprehensive details on reporting and implementing WEP policies.** A specific emphasis will be given to the importance of reporting and transparency across all dimensions of the WEPs.

The WeEmpowerAsia and RSCA programmes focus on working with the private sector to create more responsible and inclusive business practices across their value chains. They have collaborated on this report out of their mutual focus on business transparency, shared commitment to gender equality, and aligned mandates to engage a wide range of stakeholders.<sup>17</sup>

<sup>14</sup> UN Women. (2018). *Gender Equality and the Sustainable Development Goals in Asia and the Pacific. Asia-Pacific SDG Report: Baseline and pathways for transformative change by 2030*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2018/10/apstdg#view>

<sup>15</sup> Women's Empowerment Principles. "7. Measurement and Reporting". Accessed December 19, 2020 at <https://www.weps.org/principle/measurement-and-reporting>

<sup>16</sup> For a Sustainable Development Goal assessment of the situation of women and girls in Asia and the Pacific, see UN Women's 2018, Gender Equality and the Sustainable Development Goals in Asia and the Pacific: Baseline and Pathways for Transformative Change by 2030, available at <https://www.adb.org/publications/gender-equality-sdgs-asia-pacific>

<sup>17</sup> See for example, the ILO's Labour Standards on Tripartite Consultation at <https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/tripartite-consultation/lang--en/index.htm#:~:text=The%20ILO%20is%20based%20on,policies%20dealing%20with%20labour%20matters.&text=The%20tripartite%20approach%20to%20adopting,support%20from%20all%20ILO%20constituents>. Additionally, in line with WEP 5, WEA focuses on companies as entire entities, from leadership to the supply chain and marketplace while RSCA focuses a gender-lens in global supply chains.

## THE WeEmpowerAsia (WEA) PROGRAMME



WEA is a joint programme of the European Union and UN Women aimed at **increasing women's leadership and participation in private-sector businesses** across seven countries: China, India, Indonesia, Malaysia, the Philippines, Thailand, and Vietnam. WEA aims to build inclusive and sustainable growth along **with stronger links between European and Asian markets through gender-sensitive trade and supply chains**. It is a fruitful partnership, as UN Women's triple mandate of normative, operational, and coordination gather multiple stakeholders together for effective collaboration. The EU, on the other hand, can bring together valuable private and public sector partnerships across multiple sectors, as well as provide solid expertise in trade and economic development.

The overall objective of the programme is for more women to lead, participate, and have

access to enhanced business opportunities and leadership within the private sector to advance sustainable and inclusive economic growth.

As part of WEA, UN Women seeks to create a multi-stakeholder group within ASEAN member states and beyond to set standardized guidance and reporting frameworks for the private sector to help strengthen and support the aligned implementation of the WEPs. Further, through improved government policies and favourable regulator guidance, ASEAN economies and beyond will be enabled to yield the business and societal benefits of a gender-inclusive economy.

For more information on WEA, visit: <https://asiapacific.unwomen.org/en/focus-areas/women-poverty-economics/weempowerasia/our-programme>

## RESPONSIBLE SUPPLY CHAINS IN ASIA (RSCA) PROGRAMME



The Responsible Supply Chains in Asia (RSCA) Programme is a partnership between the European Union (EU), the International Labour Organization (ILO), and the Organisation for Economic Co-operation and Development (OECD), funded by the EU. The RSCA programme aims to further sustainable and inclusive economic, social and environmental progress by integrating responsible business practices into the operations of multinational companies and their supply chains. Active in selected industrial sectors in six Asian countries, it takes a multifaceted approach with the aim of promoting respect for human rights, and labour and environmental standards.

In collaboration with ILO Constituents in China, Japan, Myanmar, Philippines, Thailand, and Vietnam, the RSCA programme works towards two main objectives:

1. Promoting smart, sustainable and inclusive growth by ensuring that investors and businesses have a better understanding of corporate social responsibility;
2. Creating policy environments conducive to promoting responsible business conduct and increased opportunities for dialogue.

For more information on RSCA, visit: <https://www.ilo.org/rsca>





**Improved reporting mechanisms within the private sector can act as a driver for action towards gender equality.** By incentivizing systematic and consistent reporting on gender-related indicators and initiatives across ASEAN, governments, policymakers, regulators, and private businesses can catalyse action across the private sector. COVID-19 heightens this need, as policymakers and the private sector play a crucial role in supporting women's re-entry into paid employment while economies recover from the crisis. Better sex-disaggregated data collection, which reflects the percentage of women on boards, the presence of gender-based budgeting policies, and the incorporation of gender-related targets in financial inclusion strategies, is necessary for stakeholders to fully re-integrate women into the workforce, as well as understand COVID-19's impact on women.<sup>18</sup>

**Executing the WEPs and upholding human and labour rights is urgent in times of COVID-19.** The pandemic's immediate impact has exacerbated inequalities faced by women,<sup>19</sup> potentially dragging back decades of progress made towards gender equality if a systemic gender-action approach in the post-COVID-19 economic recovery is not applied. While men reportedly have a higher COVID-19 fatality rate, women and girls are especially hurt by the resulting economic and social fallout. This is because women and girls work disproportionately in informal, insecure, low-paid employment, often with no paid sick leave and social protection, and take on a disproportionate amount of unpaid care and domestic work. Sectors where women are overrepresented were 19% more at risk compared to men's due to COVID-19, and **in Asia and the Pacific, more women than men in formal employment reported drops in working time (50% of women compared to 35% of men). Pandemics also intensify violence and discrimination; evidence from previous pandemics reveal increased violence against female health workers.**<sup>20</sup>

<sup>18</sup> UN Women. (2020). *From Insight to Action: Gender Equality in the Wake of Covid-19*.

<sup>19</sup> UN Women. (2020). *Opening remarks by Under-Secretary-General of the United Nations and Executive Director of UN Women, Phumzile Mlambo-Ngcuka, at the second regular session of the UN Women Executive Board*. Available at: <https://www.unwomen.org/en/news/stories/2020/9/speech-ed-phumzile-executive-board-second-regular-session-2020>

<sup>20</sup> UN Women. (2020). *From Insight to Action: Gender Equality in the Wake of Covid-19*. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-in-the-wake-of-covid-19-en.pdf?la=en&vs=5142>



Photo: © ILO / Asrian Mirza

IN FOCUS

## COVID-19'S IMPACTS ON WOMEN



**Unpaid care work:** Additional time spent by women on unpaid care work and domestic duties during COVID-19 lockdowns have created an additional time burden for them, ultimately affecting women's ability to remain economically active.<sup>21</sup>

**Gender-based violence:** Violence against women and girls, particularly intimate-partner violence, has risen globally since the beginning of the COVID-19 pandemic. With households spending an increased amount of time in confined living conditions, women and girls bear the burden of stress and anxiety caused by increased security, health, and financial worries.

**Entrepreneurship:** COVID-19 has impacted small and medium enterprises (SMEs) in

ASEAN, especially women-owned SMEs. In April 2020, out of 244 women entrepreneurs interviewed, 86% say they were negatively or very negatively affected, 75% say their caregiving responsibilities increased, 77% say they sell fewer projects and services, and 34% say they may have to close their operation entirely.<sup>22</sup>

**Migrant workers:** COVID-19 is making the 5.8 million women migrant workers in South-East Asia and the Pacific region one of the most vulnerable groups impacted by the pandemic.<sup>23</sup> As they face dual discrimination as women and migrants, COVID-19 is creating a rise in unemployment and unsafe working conditions amongst migrant women, hence limiting remittances by a projected 13% and causing a negative ripple effect on their families in their countries of origin.<sup>24</sup>

<sup>21</sup> UN Women. (2020). *Guidance Note for Action: Supporting SMEs to Ensure the Economic COVID-19 Recovery is Gender-Responsive and Inclusive*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/04/guidance-note-for-action-supporting-smes-to-ensure-the-economic-covid-19-recovery>

<sup>22</sup> UN Women. (2020). *Asia-Pacific Needs Assessment for More Gender-Inclusive Entrepreneurship: Highlights on Impacts from COVID-19*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/06/asia-pacific-needs-assessment-for-more-gender-inclusive-entrepreneurship>

<sup>23</sup> UN Women. (2020). *Guidance Note for Action: Addressing the Emerging Impacts of the COVID-19 Pandemic on Migrant Women in Asia and the Pacific for a Gender-Responsive Recovery*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/04/guidance-for-action-addressing-the-emerging-impacts-of-the-covid-19-pandemic-on-migrant-women-in-asia-and-the-pacific-for-a-gender-responsive-recovery>

<sup>24</sup> UN Women. (2020). *Policy Brief: COVID-19 and Women Migrant Workers in ASEAN*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/06/policy-brief-covid-19-and-women-migrant-workers-in-asean>

# THE 2030 AGENDA, TRANSPARENCY & GENDER-RELATED REPORTING



The 2030 Agenda includes the 17 Sustainable Development Goals (SDGs), set for nations to work collectively to end extreme poverty, fight inequality and injustice, and protect our planet. Although gender equality is central to **SDG 5, it is also a cross-cutting priority in all other 16 Goals**. Systematic mainstreaming of the gender perspective is crucial to achieving gender-specific targets in all goals and ensuring half of humanity is no longer denied its full human rights and opportunities.<sup>25</sup>

The SDGs explicitly call companies to action<sup>26</sup>, and the successful implementation of the SDGs will create better business outcomes through decent work (SDG 8) enabling environments, increased opportunities for trade and investment, and the development of new market opportunities. Partnership (SDG 17) between the public sector and the private sector is critical to achieving the Goals, and the WEPs should be used as a way for the private sector to assess and measure their

actions in achieving gender equality and the SDGs.<sup>27</sup>

**Companies reporting their progress on gender equality issues<sup>28</sup> is a key to achieving SDG 5, Achieve gender equality and empower all women and girls.**

1. It helps understand existing gender gaps and helps companies invest in efforts to generate a positive impact for both women and men workers, vendors, and suppliers, as well as members of the local community
2. It helps identify areas where change in management practices and actions are needed
3. It demonstrates companies' performance on gender equality to investors
4. It mitigates risks of underutilizing talent, relying on unsustainable supply chains and poor consumer confidence
5. It helps companies plan how to have a positive impact on society through their policies and practices.

**Figure 2. Sustainable Development Goals and Goal 5 shown as a cross-cutting priority**



<sup>25</sup> ADB and UN Women. (2018). Gender Equality and the Sustainable Development Goals in Asia and the Pacific. Available at: <https://www.adb.org/sites/default/files/publication/461211/gender-equality-sdgs-asia-pacific.pdf>

<sup>26</sup> CSIS. (2018). *The Role of the Private Sector in Achieving the Sustainable Development Goals (SDGs)*. Available at: <https://www.csis.org/events/role-private-sector-achieving-sustainable-development-goals-sdgs#:~:text=The%20private%20sector%20provides%209,joined%20the%20UN%20Global%20Compact.>

<sup>27</sup> WEPs. (2020). *The Case for Gender Equality*. Available at: <https://weps-gapanalysis.org/case-for-gender-equality/>.

<sup>28</sup> The WEPs offer a strong and globally aligned framework to do so. For details on the WEPs, see: <https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2020/11/201022wepsbrochure%20ffvweepsorg.pdf?la=en&vs=5332>





## I.II Who Is This Report For?

This report targets the following stakeholders from the ASEAN region:

1. **Government policymakers;**
2. **Regulators** (including stock exchange and securities exchange commissions);
3. **Advocacy, Civil Society, Employers' and Workers' organisations,**<sup>29</sup> working to promote gender equality and women's empowerment in the private sector;
4. **Companies of all sizes from SMEs to multinational companies, business associations, and employers' organisations** from ASEAN seeking benchmarks and guidance for reporting on gender equality measures.

Collaboration amongst all these entities is necessary as no one group of stakeholders alone can achieve gender equality.<sup>30</sup>



## I.III Structure of the Report

The report consists of the following sections:

### **INTRODUCTION: GENDER EQUALITY IS GOOD FOR BUSINESS AND THE ECONOMY**

We begin by recapping the broader economic and human development case behind gender equality and highlighting the state of gender-equality in companies across the region.

### **PART 1: LANDSCAPE OF THE CURRENT PUBLIC POLICIES AND REGULATIONS AND AN ACTIONABLE FRAMEWORK LINKED TO REPORTING ON THE WEPS THEMATIC AREAS.**

We then present a **newly created WEPS Public Policy Roadmap**, which is a single conceptual framework of public sector policies, initiatives, and laws pertaining to the WEPS. It provides public sector policymakers' with a comprehensive and standardized model for reporting on the different thematic areas of the WEPS. The WEPS Public Policy Roadmap includes the **WEPS Country Public Policy Roadmap Scorecards**, which assess where each ASEAN member state stands on gender equality, and indicates what further action is necessary. We identify key findings across these scorecards and highlight good practice policy and reporting options available to governments.

<sup>29</sup> The International Labour Organization (ILO) is the only tripartite U.N. agency with government, employers, and workers representatives.

<sup>30</sup> UN Women and United Nations Global Compact (2011). *Women's Empowerment Principles Booklet*. <https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/05/wep-booklet-en.pdf?la=en&vs=5928>

## PART 2: LANDSCAPE OF THE PRIVATE SECTOR AND ITS CURRENT STATUS ON GENDER-EQUALITY AND THEIR TRANSPARENCY AND ACCOUNTABILITY MECHANISMS

We then turn our focus on the **private sector**. Because such a large percentage of private sector ASEAN companies are listed on stock exchanges,<sup>31 32</sup> we present an analysis of what stock exchanges and security and exchange commissions are doing to promote gender equality in the region. Homing in on ASEAN companies, we then **assess the reporting of 75 publicly listed companies on WEPs-related issues and present a suite of good practices by these companies**. The section also provides a **comparative assessment of indicators** included in different private sector gender indices.

## PART 3. RECOMMENDATIONS FOR GOVERNMENTS, REGULATORS, STOCK EXCHANGES, SECURITY AND EXCHANGE COMMISSIONS, COMPANIES, AND ADVOCACY, CIVIL SOCIETY, EMPLOYERS' AND WORKERS' ORGANISATIONS TO DRIVE ACTION ON THE WEPS PUBLIC POLICY ROADMAP

In the final section, we identify which **indicators ASEAN policymakers, regulators, civil society organisations, and companies should prioritize in their efforts to promote gender equality in publicly held companies**. The report offers a set of standardized *Reporting Indicators* for the business sector. We conclude with recommendations on how to best implement the WEPs, as well as how to advance more transparent reporting.



## II. GENDER EQUALITY — A HUMAN DEVELOPMENT AND BUSINESS CASE

### WOMEN'S CONTRIBUTION TO GDP AT A GLANCE<sup>33</sup>

36% - Globally  
36% - Asia & the Pacific  
33% - ASEAN

### WOMEN'S CONTRIBUTION TO THE ECONOMY

Women's contributions to all forms of care work are conservatively equivalent to USD 10 trillion, or 13% of global GDP.<sup>34</sup> Women perform 80% of the total hours of unpaid care work across Asia and the Pacific, on average 4.1 times more time than men.<sup>35</sup> Investing in care work will add more women to the workforce, with more investments in the care economy in nine countries<sup>36</sup> in the region could generate 182 million more jobs by 2030.

<sup>31</sup> OECD. (2018). *OECD Equity Market Review of Asia 2018*. Available at: <http://www.oecd.org/daf/ca/OECD-Equity-Market-Review-Asia-2018.pdf>

<sup>32</sup> World Bank (n.d). *Listed domestic companies, total*. Available at: <https://data.worldbank.org/indicator/CM.MKT.LDOM.NO> (Accessed: 26 Sept 2020).

<sup>33</sup> McKinsey (2018). *The power of parity: Advancing women's equality in Asia Pacific*

<sup>34</sup> McKinsey. (2016). *Miles to go: Stepping up progress toward gender equality*. Available at: <https://www.mckinsey.com/-/media/McKinsey/Featured%20Insights/Women%20matter/Miles%20to%20go%20Stepping%20up%20progress%20toward%20gender%20equality/Miles-to-go-Stepping-up.pdf>

<sup>35</sup> International Labour Organization. (2018). *Care work and care jobs for the future of decent work: Key findings and messages, Asia and the Pacific*. Available at: [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms\\_633305.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_633305.pdf)

<sup>36</sup> Ibid.



## POTENTIAL ECONOMIC GAINS FOR ASEAN FROM ACHIEVING GENDER EQUALITY

There is a global loss in human capital wealth of USD 160 trillion (twice the value of global GDP) and specifically USD 59 trillion in South and East Asia and USD 41.6 trillion in Europe and Central Asia from gender inequality in earnings.<sup>37</sup> Closing the gender gap in economic participation (labour force participation and employment) could add USD 4.5 trillion to Asia Pacific's collective annual GDP in 2025, creating a 12% increase over a business-as-usual GDP trajectory.<sup>38</sup>

## ASEAN AND EU TRADE RELATIONS<sup>39</sup>

The EU is ASEAN's second-largest partner, with a 13% share of ASEAN's total trade with the world.<sup>40</sup> ASEAN is the EU's third-largest trading partner, with transport equipment, textiles, and clothing being the main export from ASEAN to the EU. Because the labour market for example in the textile and clothing sectors are highly feminized, there is immense opportunity to create more gender-inclusive trade value-chains between the EU and ASEAN, leading to increased human capital wealth and GDP in both regions.

# II.I Gender Diversity in Leadership and the Workforce is Good for People and Business

There is both a **business and a human rights case for gender equality in the workplace**. Inclusive business cultures have an impact on women's workforce well-being, and productivity (Table 1).

Research has shown that employee morale, culture, and engagement thrive in workplaces with an inclusive and diverse corporate culture,<sup>41 42</sup> and as such, evidence of the human capital gained from gender-inclusive workspaces is well-established. Respondents to a Pew Research Centre survey felt that in both politics and business, **women were 34% better at working out compromises, 34% more likely to be honest and ethical, 25% more likely to stand up for their beliefs, 30% more likely to provide fair pay and benefits, and 25% better at mentoring.**<sup>43</sup> In contrast, the cost of not maintaining a gender inclusive workplace is large: a 2017 report found that "workplace culture drives turnover, significantly affecting the retention of underrepresented groups, and **costing the tech industry more than US\$16 billion each year.**"<sup>44</sup>

<sup>37</sup> World Bank (2018). Unrealized Potential : The High Cost of Gender Inequality in Earnings. The Cost of Gender Inequality. Available at: <http://hdl.handle.net/10986/29865>

<sup>38</sup> McKinsey (2018). The power of parity: Advancing women's equality in Asia Pacific.

<sup>39</sup> European Commission. (2020). Association of South East Asian Nations (ASEAN). Available at: <https://ec.europa.eu/trade/policy/countries-and-regions/regions/asean/>

<sup>40</sup> European Parliament (2020). Fact Sheets on the European Union: Southeast Asia. Available at: <https://www.europarl.europa.eu/factsheets/en/sheet/183/southeast-asia>

<sup>41</sup> Purdue University Global. 2 April 2020. "Does Workplace Diversity Actually Impact a Business?" <https://www.purdueglobal.edu/blog/careers/how-does-workplace-diversity-affect-business/> Accessed 05 March 2021.

<sup>42</sup> Eswaran, V. 29 April 2019. "The business case for diversity in the workplace is overwhelming," World Economic Forum. <https://www.weforum.org/agenda/2019/04/business-case-for-diversity-in-the-workplace/> Accessed 05 March 2021.

<sup>43</sup> Ibid.

<sup>44</sup> Purdue University Global. 2 April 2020. "Does Workplace Diversity Actually Impact a Business?" <https://www.purdueglobal.edu/blog/careers/how-does-workplace-diversity-affect-business/> Accessed 05 March 2021.

**Table 1: The Business and Human Rights benefits of Gender Diversity**

<b>Gender Equality in society</b>	<u>Improves</u> 1. Economic development 2. Human capital 3. Human rights	
	<b>Benefits for companies</b>	<b>Benefits for Women</b>
<b>Gender diversity in the workforce and leadership of companies</b>	1. Cost Savings 2. Increased Innovation 3. Productivity and Resilience 4. Market Growth 5. Brand reputation	6. Increased job opportunities 7. More inclusive workplaces taking into account women's specific needs 8. New and improved career pathways and professional development support 9. New business opportunities for women owned businesses 10. Improved social protection and benefits

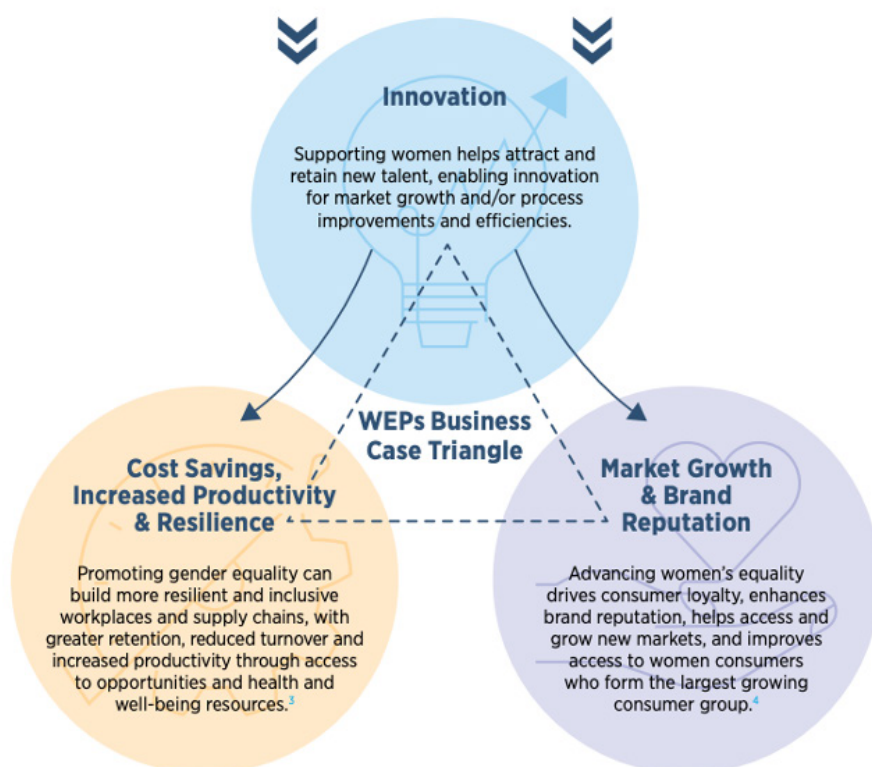
“Companies with more diverse leadership teams perform better financially and are more likely to have superior value creation. This value creation is derived from increased innovation, which leads to cost savings, increased productivity, resilience, market growth, and enhanced brand reputation <sup>45</sup> (Please see *Figure 2: Business Case for Embracing Women’s Empowerment Principles*).

<sup>45</sup> International Labour Organization (2019). “The Business Case For Change: Executive Summary.” [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_700964.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_700964.pdf)

Figure 2: Business Case for Embracing Women's Empowerment Principles (WEPs)<sup>46</sup>

## INNOVATION THROUGH DIVERSITY

Companies with more diverse leadership teams perform financially better and are more likely to have superior value creation.<sup>2</sup>



### Strengthening gender-inclusive value chains around the world

Asia and the Pacific are home to many manufacturers supplying brands globally and customers buying from international brands, demonstrating the complex links of global value chains. These companies do not operate in isolation, and as such meaningful change will require collaboration across regions and sectors. Businesses across the globe can benefit from promoting women's economic empowerment throughout their supply chains from the design stage, through to production and retail, making women's economic empowerment relevant to all companies.

<sup>45</sup> UN Women. (2020). Women's Empowerment Principles (WEPs) Introduction for Companies in the Asia-Pacific. Available at: <https://asiapacific.unwomen.org/-/media/field%20office%20easia/docs/publications/2020/11/201022wepsbrochure%20ffwweepsorg.pdf?la=en&vs=5332>

## GENDER DIVERSITY IMPROVES INNOVATION

Global evidence shows that **gender diversity in the workplace improves innovation and can lead to higher employee satisfaction and retention.**<sup>47</sup> Diversity unlocks innovation by creating an environment where “outside the box” ideas are heard, unlocking diverse idea exchange.<sup>48</sup> Additionally, diversity amongst team members encourages each person to consider alternative viewpoints, thus broadening their own view. As a result, diverse teams are better positioned to **recognize new market opportunities and to better appreciate unmet market needs.**<sup>49</sup>

## COST SAVINGS, INCREASED PRODUCTIVITY AND RESILIENCE

**USD 4.5 trillion could be added to the collective GDP of Asia-Pacific annually by 2025 if economic gender gaps closed,** a 12% increase over a business-as-usual GDP trajectory.<sup>50</sup> According to an ILO report, 65.3% of companies in Asia and the Pacific report increases in productivity as a result of implementing initiatives on gender diversity and equality.<sup>51</sup> Other studies report that gender-balanced teams can improve employee engagement.<sup>52</sup>

Meanwhile, empowering women in the value chain ensures **more stable and efficient supply chains and access to a diverse pool of talent**—both of which impact long-term business resilience.<sup>53</sup>

## MARKET, GROWTH & BRAND REPUTATION

**More women occupying leadership positions correlate with higher business returns,** as evidenced by research. Corporations in ASEAN, where women represented 30% or more of board members, had an average return on assets (ROA) of 3.8% compared to 2.4% for companies with no women board members.<sup>54</sup> According to an ILO survey of over 2,000 companies in Asia, 82.2% report **an increase in profits of between 5% and 20% as a result of adopting** policies that tracked the impact of promoting women in management, while an additional 12% of those companies reported profit increases of more than 20%.<sup>55</sup>

Similarly, venture capital and private equity funds managed by gender-balanced teams (defined as having a male-to-female ratio of between 40% and 60%) outperformed men- or women-dominated teams across emerging market geographies in terms of investment strategies measured by total value to paid-in multiples.<sup>56</sup>

<sup>47</sup> Morgan Stanley. (2016). *Why It Pays to Invest in Gender Diversity*. Available at: <https://www.morganstanley.com/ideas/gender-diversity-investment-framework>

<sup>48</sup> Hewlett, S., Marshall, L., and Sherbin, L. (2013). “How Diversity Can Drive Innovation”. *Harvard Business Review*. Available at: <https://hbr.org/2013/12/how-diversity-can-drive-innovation>

<sup>49</sup> Levine, S. L. (2020). “Diversity Confirmed to Boost Innovation And Financial Results”. *Forbes*. Available at: <https://www.forbes.com/sites/forbesinsights/2020/01/15/diversity-confirmed-to-boost-innovation-and-financial-results/?sh=425eff-65c4a6>

<sup>50</sup> McKinsey & Company (2018). *The Power of Parity. Advancing Women’s Equality in Asia Pacific*. Available at: <https://www.mckinsey.com/-/media/McKinsey/Featured%20Insights/Gender%20Equality/The%20power%20of%20parity%20Advancing%20womens%20equality%20in%20Asia%20Pacific/MGI-The-power-of-parity-Advancing-womens-equality-in-Asia-pacific-Executive-summary.pdf>

<sup>51</sup> International Labour Organization. (2019). *Women in business and management: the business case for change*. [https://www.ilo.org/global/publications/books/WCMS\\_700953/lang--en/index.htm](https://www.ilo.org/global/publications/books/WCMS_700953/lang--en/index.htm)

<sup>52</sup> See for example: Woolley, A. et al. (2010). Evidence from a Collective Intelligence Factor in the Performance of Human Groups. *Science* 330.6004 (2010): 686-688. Available at: <http://science.sciencemag.org/content/330/6004/686.long>; or Sodexo. (2018) *Sodexo’s Gender Balance Study 2018: Expanded outcomes over five years*. Sodexo Operations, LLC. Available at: [https://www.sodexo.com/files/live/sites/sdxcom-global/files/PDF/Media/2018\\_Gender-Balance-Study\\_EN.pdf](https://www.sodexo.com/files/live/sites/sdxcom-global/files/PDF/Media/2018_Gender-Balance-Study_EN.pdf)

<sup>53</sup> BSR (2016). *Women’s Empowerment in Global Value Chains. A Framework for Business Action to Advance Women’s Health, Rights and Wellbeing. Business for Social Responsibility*. Available at: <https://www.bsr.org/reports/BSR-Report-Womens-Empowerment-Supply-Chains.pdf>

<sup>54</sup> International Finance Corporation. (2019). *Board Gender Diversity in ASEAN*. Available at: [https://www.ifc.org/wps/wcm/connect/21f19cfe-9cce-4089-bfc1-e4c38767394e/Board\\_Gender\\_Diversity\\_in\\_ASEAN.pdf?MOD=AJPERES](https://www.ifc.org/wps/wcm/connect/21f19cfe-9cce-4089-bfc1-e4c38767394e/Board_Gender_Diversity_in_ASEAN.pdf?MOD=AJPERES)

<sup>55</sup> International Labour Organization. (2019). *Women in Business and Management: The business case for change*. Available at: [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_700953.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_700953.pdf)

<sup>56</sup> International Finance Corporation (2019). *Moving Toward Gender Balance in Private Equity and Venture Capital*. Available at: [https://www.ifc.org/wps/wcm/connect/79e641c9-824f-4bd8-9f1c-00579862fed3/Moving+Toward+Gender+Balance+Final\\_3\\_22.pdf?MOD=AJPERES&CVID=mCBJFra](https://www.ifc.org/wps/wcm/connect/79e641c9-824f-4bd8-9f1c-00579862fed3/Moving+Toward+Gender+Balance+Final_3_22.pdf?MOD=AJPERES&CVID=mCBJFra)

## **GENDER-BALANCED TEAMS CAN ALSO IMPROVE BRAND AWARENESS AND CLIENT RETENTION.<sup>57</sup>**

Gender diversity contributes significantly to a company's ability to gauge consumer interest and demand.<sup>58</sup> Women's perspective and ideas on products and services can be missed they are not represented within the research, innovation, and management teams.<sup>59</sup> Furthermore, on average, an increase in gender inclusivity enhances the company's image by 57.8% among consumers.<sup>60</sup> Global research found that worldwide more than 77% of consumers prefer to purchase from socially responsible brands.<sup>61</sup> Further, brands with progressive and inclusive advertising are linked with a higher intention to purchase.<sup>62</sup> When companies do not have an inclusive image, it has the potential to negatively impact their bottom line because women influence the majority of purchasing preferences and decisions.<sup>63</sup>

Finally, gender equality enables companies to better access new markets. As ASEAN is home to many global manufacturer supply brands, international standards on gender equality garner particular importance. By embracing the recommendations in this report, ASEAN companies will be able to take a proactive role in creating more inclusive and resilient trade practices.

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<sup>57</sup> See for example: Woolley, A. et al. (2010). Evidence from a Collective Intelligence Factor in the Performance of Human Groups. *Science* 330.6004 (2010): 686-688. Available at: <http://science.sciencemag.org/content/330/6004/686.long>; or Sodexo. (2018) Sodexo's Gender Balance Study 2018: Expanded outcomes over five years. Sodexo Operations, LLC. Available at: [https://www.sodexo.com/files/live/sites/sdxcom-global/files/PDF/Media/2018\\_Gender-Balance-Study\\_EN.pdf](https://www.sodexo.com/files/live/sites/sdxcom-global/files/PDF/Media/2018_Gender-Balance-Study_EN.pdf)

<sup>58</sup> International Labour Organization. (2020). Empowering Women at Work Company Policies and Practices for Gender Equality. Available at: <https://www.weeps.org/sites/default/files/2020-10/Empowering%20Women%20at%20Work-2020%20Report.pdf>

<sup>59</sup> International Labour Organization. (2015). Women in Business and Management: Gaining Momentum. Available at: [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_316450.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_316450.pdf)

<sup>60</sup> International Labour Organization. (2020). Empowering Women at Work Company Policies and Practices for Gender Equality.

<sup>61</sup> United Nations Entity for Gender Equality and the Empowerment of Women. (2018). Responsible Business Conduct in G7 Countries. Available at: <https://www.weeps.org/sites/default/files/2020-04/UNWWE%20Responsible%20Business%20ConductG72018-20180604203900.pdf>

<sup>62</sup> Unstereotype Alliance. (2021). Unstereotype Metric 2020: Key Findings. Available at <https://www.unstereotypealliance.org/en/resources/research-and-tools/unstereotype-metric-2020-findings>

<sup>63</sup> International Labour Organization. (2020). Empowering Women at Work Company Policies and Practices for Gender Equality.





Photo: © Shutterstock

## II.II Gender Inequalities continue to be present in the Workforce, Market, and Value Chains of Companies in the Region

Although the business case for advancing gender equality is clear, many companies in Southeast Asia have yet to capitalize on the opportunities to promoting gender equality within their workforce, value chains, markets, and communities. Gender gaps continue to hinder the advancement of women as employees in the workforce, as women-led businesses in corporate value chains and as clients that use the products or services of companies in the region (see Figure 3). Gender biases and norms present in society permeate company cultures and limit women's access to resources and finance. Women carry over-proportionally the burden of unpaid care and domestic work which limits their time, energy and opportunity to equally participate in paid work, education, and trainings and impedes their ability to advance in their careers. **Hence, In the ASEAN region, there continues to be a gender gap in labour force participation with 56% of women participating in the labour force compared with 79% of men.**<sup>64</sup>

**Women in** informal employment and women from marginalized groups, including migrant women, are particularly vulnerable but also have the most to gain in terms of economic empowerment. **The COVID-19 pandemic has further increased the vulnerability of women in the region. It's estimated that informal workers in Asia and the Pacific lost 22% of their income within the first month of the pandemic.**<sup>65</sup> Systemic inequalities and discrimination faced by women in ASEAN impact their ability to invest in their families, communities, and the economy, leading to poorer outcomes for all.

<sup>64</sup> UN Women (2021). *ASEAN Gender Outlook: Achieving the SDGs for all and leaving no woman or girl behind*.

<sup>65</sup> UN Women. (2020). *From Insight to Action: Gender Equality in the Wake of Covid-19*.

**Figure 3. Challenges to Gender Equality in Southeast Asian Companies mapped according to the WEPs principles**

WEP 1: High-Level Corporate Leadership	WEP 2: Treat All Women and Men Fairly at Work without Discrimination	WEP 3: Employee Health, Well-Being and Safety
<p>Only 283 companies in ASEAN, out of 4,621 companies globally, have signed the WEPs.<sup>66</sup></p> <p>Women hold only 27% of managerial positions in Asia and the Pacific.<sup>67</sup></p>	<p>In ASEAN, men continue to have higher labour force participation rates (79%) than women (56%).<sup>68</sup></p> <p>Only 14.9% of ASEAN corporate board members are women and only 7.1% are Board chairs.<sup>69</sup></p> <p>14.8% is the standard gender wage gap in Asia and the Pacific.<sup>70</sup> Further, in all ASEAN member states except the Philippines, women earn less than men, ranging from a modest gap in Malaysia and Thailand to about 25% in Cambodia and Singapore.<sup>71</sup></p> <p>Women in Asia &amp; the Pacific spend 262 minutes on average on unpaid care work vs 64 minutes for men.<sup>72</sup></p> <p>COVID-19 could lead to increased unemployment that disproportionately affects women.</p>	<p>Between 15% and 60% of women have suffered intimate partner physical violence in ASEAN during their lifetime.<sup>73</sup></p> <p>Between 30% and 40% of women in Asia-Pacific countries report experiencing sexual harassment at their workplace.<sup>74</sup></p> <p>52% of women in Southeast Asia &amp; the Pacific are in vulnerable employment, with improvement stagnating.<sup>75</sup></p> <p>The female share of vulnerable employment is 46% in East Asia and Pacific.<sup>76</sup></p> <p>Globally, violence against women and girls is estimated to cost countries up to 3.7% of gross domestic product due to loss of incomes, opportunities and workplace productivity.<sup>77</sup></p>

<sup>66</sup> Based on WEPs as per February, 2021. Available at: <https://www.weps.org/companies>

<sup>67</sup> Catalyst. (2020). Women in Management: Quick Take. Available at: <https://www.catalyst.org/research/women-in-management/>

<sup>68</sup> UN Women (2021). ASEAN Gender Outlook: Achieving the SDGs for all and leaving no woman or girl behind.

<sup>69</sup> International Finance Corporation. (2019). Board Gender Diversity in ASEAN.

<sup>70</sup> International Labour Organization. (2019). Global Wage Report 2018/2019. How big is the gender pay gap in your country? Available at: [https://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS\\_650829/lang-en/index.htm](https://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS_650829/lang-en/index.htm)

<sup>71</sup> International Labour Organization. (2016). Gender equality in the labour market in Asia and the Pacific and the Arab States. Available at: [http://www.oit.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms\\_534371.pdf](http://www.oit.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_534371.pdf)

<sup>72</sup> International Labour Organization. (2018). Game Changers: Women and The Future of Work In Asia And The Pacific. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms\\_645601.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_645601.pdf)

<sup>73</sup> UNFPA. Know VAW Data: Measuring prevalence of violence against women in Asia-Pacific. Available at: <https://asiapacific.unfpa.org/sites/default/files/resource-pdf/kNowVAWdata%20regional%20VAW%20map%20April%2013%202019.pdf>

<sup>74</sup> International Labour Organization. (2015). Eliminating sexual harassment in workplaces in the Pacific: Policy Brief. Available at: [http://www.oit.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/policy/wcms\\_407363.pdf](http://www.oit.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/policy/wcms_407363.pdf)

<sup>75</sup> Vulnerable employment is based on contributing family workers (defined as a person who holds a self-employment job in a market-oriented establishment operated by a related person living in the same household) and own-account workers (defined as someone who holds a self-employment job). International Labour Organization. (2018). Game Changers: Women And The Future Of Work In Asia And The Pacific. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms\\_645601.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_645601.pdf)

<sup>76</sup> The World Bank. (2020). Vulnerable employment, female (% of female employment) (modelled ILO estimate). Available at: [https://data.worldbank.org/indicator/SL.EMP.VULN.FE.ZS?name\\_desc=false](https://data.worldbank.org/indicator/SL.EMP.VULN.FE.ZS?name_desc=false)

<sup>77</sup> The World Bank. (2019). Brief: Gender-Based Violence (Violence Against Women and Girls). Available at: <https://www.worldbank.org/en/topic/socialsustainability/brief/violence-against-women-and-girls>

WEP 4: Education and Training for Career Advancement	WEP 5: Enterprise Development, Supply Chain and Marketing Practices	WEP 6: Community Initiatives and Advocacy
<p>While women have achieved gender parity in education, they continue to be underrepresented in high-growth STEM careers. For example, in Singapore, only 19% of cloud computing, 27% of engineering, and 33% of data and artificial intelligence professionals are women.<sup>78</sup></p> <p>Women stand to lose 5 jobs compared to only 3 for men for every job gained globally.<sup>79</sup> The digital divide in Asia-Pacific continues to grow. 54.6% of men have access to the internet, compared to 41.3% of women.<sup>80</sup></p>	<p>36% of micro, small, and medium enterprises (MSMEs) in Asia and the Pacific countries are led by women.</p> <p>The finance gap for women-led MSMEs in East Asia totals USD 2.3 trillion.</p> <p>Women only participate in 11% of the value of ASEAN exports.<sup>81</sup></p> <p>Only 9% of venture capital and private equity funding in East Asia goes to women-led firms.<sup>82</sup></p> <p>Even though the last decade has seen progress in women's financial inclusion, there is a 7% average gender gap in access to account ownership in Asia and the Pacific countries.<sup>83</sup></p>	<p>Very few economic empowerment initiatives exist that also seek to shift the gendered social norms that are a significant barrier to women's empowerment; Investing in Women Asia is one of them.</p>
WEP 7: Measurement and Reporting		
<p>Globally, only 25% of companies that have used the WEPS Gender Gap Analysis Tool<sup>84</sup> report publicly on progress and outcomes of their commitment or support for gender equality and women's empowerment.</p> <p>Of these companies, only 15% report publicly on their specific gender pay gap, 9% reports publicly on the number of employees using parental or care benefits disaggregated by sex.</p> <p>No countries provide holistic guidance for gender reporting and only 3 out of 10 ASEAN country regulators require companies to report on at least one gender equality issue despite having ratified CEDAW and international labour standards on equality and non-discrimination.</p>		

<sup>78</sup> World Economic Forum. (2019). Global Gender Gap Report 2020. Available at: [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)

<sup>79</sup> World Economic Forum (2017). Accelerating Gender Parity in the Fourth Industrial Revolution An Agenda for Leaders to Shape the Future of Education, Gender and Work. WEF. Available at: [http://www3.weforum.org/docs/WEF\\_EGW\\_White\\_Paper\\_Gender\\_Parity\\_4IR.pdf](http://www3.weforum.org/docs/WEF_EGW_White_Paper_Gender_Parity_4IR.pdf)

<sup>80</sup> ITU (2019). Facts and figures 2019: Measuring digital development. Available at: <https://itu.foleon.com/itu/measuring-digital-development/gender-gap/>; OECD (2018). Bridging The Digital Gender Divide Include, Upskill, Innovate. Available at: <http://www.oecd.org/digital/bridging-the-digital-gender-divide.pdf>

<sup>81</sup> UN Women Asia-Pacific. (2016). Infographics - ASEAN women are a potential boost to the region's labour force and economy. Available at: <https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/07/migrationinfographics.pdf?la=en&vs=4947>

<sup>82</sup> International Finance Corporation (2019). Moving Toward Gender Balance in Private Equity and Venture Capital.

<sup>83</sup> World Bank Group. (2017). Global Financial Inclusion Database. Available at: <https://datacatalog.worldbank.org/dataset/global-financial-inclusion-global-findex-database>

<sup>84</sup> Please see Figure 14 for a description of this tool.



## II.III. Snapshot: Highlighting Gender Gaps and Inequalities in the Private Sector in ASEAN

The below table presents a snapshot of gender gaps and inequalities in ASEAN member states, using key country outcomes related to the WEPs. Although progress has been made in adopting gender equality measures, there is significant variation across countries and areas and a clear need for further improvement.

One ASEAN member state is represented in the world's top 35 countries in the World Economic Forum's (WEF) Global Gender Gap Index 2020<sup>85</sup>, especially in the Economic Opportunity part of the same report, ASEAN countries increase representation to 3 countries. There are more gains to be made in the region.<sup>86</sup> **The table below provides an overview of the current status and available gender-data. The blank cells indicate where more sex-disaggregated data could be collected.**

Figure 4: WEPs-related Country Indicators<sup>87</sup>

WEP	Outcome Indicator	Brunei DRS	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Vietnam
1	Number of companies that are WEPs signatories <sup>88</sup>	2	2	63	15	18	2	29	27	38	87
2	% of firms with a female top manager	-	57.3% (2016)	22.1% (2015)	43.1% (2018)	26.3% (2015)	41.1% (2016)	29.9% (2015)	-	64.8% (2016)	22.4% (2015)
	% of board seats held by women	-	-	9.3%	-	20.6%	-	13.9%	13.7%	-	20.8%
	% of female versus male labour force participation rate (2019)	62% vs. 76%	77% vs. 89%	54% vs. 84%	81% vs. 82%	55% vs. 81%	52% vs. 82%	48% vs. 76%	69% vs. 83%	67% vs. 82%	79% vs. 86%
	Wage Equality for Similar Work Score (2018) <sup>89</sup>	0.645	0.686	0.645	0.645	0.770	-	0.645	0.645	0.749	0.647
	Proportion of time spent on unpaid domestic and care work, female (% of 24-hour day)	-	13% (2004)	-	10% (2013)	19% (2003)	-	-	-	12% (2015)	-
3	% of women who experience intimate partner violence in their lifetime (2018)	-	22% (2014)	33% (2016)	12% (2014)	-	15% (2016)	14% (2017)	10% (2009)	23% (2005)	34% (2009)
4	% of female professional and technical workers <sup>90</sup> (2018)	48.5%	42.7%	49.1%	50.4%	44.4%	61.4%	58.2%	47.6%	56.6%	54.4%
	% of male professional and technical workers (2018)	51.5%	57.3%	50.9%	49.6%	55.6%	38.6%	41.8%	52.4%	43.4%	45.6%

<sup>85</sup> World Economic Forum (2019). *Global Gender Gap Report 2020*. Available at: [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)

<sup>86</sup> [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf) [Philippines ranks 16]

<sup>87</sup> To view a detailed assessment of each outcome and its source, see Annex 1.2. To view a detailed country assessment, see Annex 3.

<sup>88</sup> The number of companies that are WEPs signatories as of January 31, 2021.

<sup>89</sup> The World Economic Forum's wage equality are scored from 0-1, where 1 represents equal pay between women and men who are working in a similar position.

<sup>90</sup> A technical worker is someone who receive education or training in a specialized skill or procedure.

5	% of women versus men with transaction account at a financial institution / mobile money provider (2017)	-	22% vs. 22%	51% vs. 46%	32% vs. 26%	82% vs. 88%	26% vs. 26%	39% vs. 30%	96% vs. 100%	80% vs. 84%	30% vs. 31%
	UNDP Gender Inequality 2019 rank out of 189 countries	60	117	121	113	59	118	104	12	80	65
	WEF - Global Gender Gap 2020 Index Score <sup>91</sup> and rank out of 153 countries	0.686 (Rank 95)	0.694 (Rank 89)	0.700 (Rank 85)	0.731 (Rank 43)	0.677 (Rank 104)	0.665 (Rank 114)	0.781 (Rank 16)	0.724 (Rank 54)	0.708 (Rank 75)	0.700 (Rank 87)
	WEF - Economic Participation and Opportunity 2020 Score and rank out of 153 countries	0.752 (Rank 28)	0.759 (Rank 25)	0.685 (Rank 68)	0.839 (Rank 3)	0.639 (Rank 97)	0.630 (Rank 102)	0.792 (Rank 14)	0.782 (Rank 20)	0.776 (Rank 22)	0.751 (Rank 31)
	WB - Women, Business and the Law Index Score (2020)	53.1/ 100	75.0/ 100	64.4./ 100	88.1/ 100	50.0/ 100	58.8/ 100	81.3/ 100	82.5/ 100	78.1/ 100	78.8/ 100

Other

<sup>91</sup> The Global Gender Gap Index Score value ranges between 0 (complete inequality) and 1 complete equality)





Photo: © ILO / Asrian Mirza



# PART I: LANDSCAPE OF THE CURRENT PUBLIC POLICIES AND REGULATIONS AND ACTIONABLE ROADMAP LINKED TO REPORTING ON THE WEPs THEMATIC AREAS



# PART I: Landscape of the Current Public Policies and Regulations and Actionable Roadmap linked to reporting on the WEPs thematic areas

UN Women and the ILO, with the support of Value for Women, have created a **WEPs Public Policy Roadmap** (Figure 7); a single conceptual framework of national commitments and public sector policies, strategies, programmes, guidelines, laws, legislation, mandates, and partnerships pertaining to the WEPs, to guide action toward promoting gender equality in the private sector. The WEPs Public Policy Roadmap seeks to support ASEAN member states both in analysing their current public policies to promote gender equality in the private sector and in driving further progress, with a specific focus on areas where member states can improve reporting.

The indicators included in the WEPs Public Policy Roadmap look at the adherence of ASEAN governments to international frameworks, such as CEDAW, ILO conventions, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), the UN Guiding Principles on Business and Human Rights, and national laws, policies, and programmes. Examples of this include mandates for companies to report on the number of women on boards, the presence of gender-based budgeting policies, and the incorporation of gender-related targets in financial inclusion strategies.

## IN FOCUS

### TRIPARTITE DECLARATION OF PRINCIPLES CONCERNING MULTINATIONAL ENTERPRISES AND SOCIAL POLICY (MNE DECLARATION)



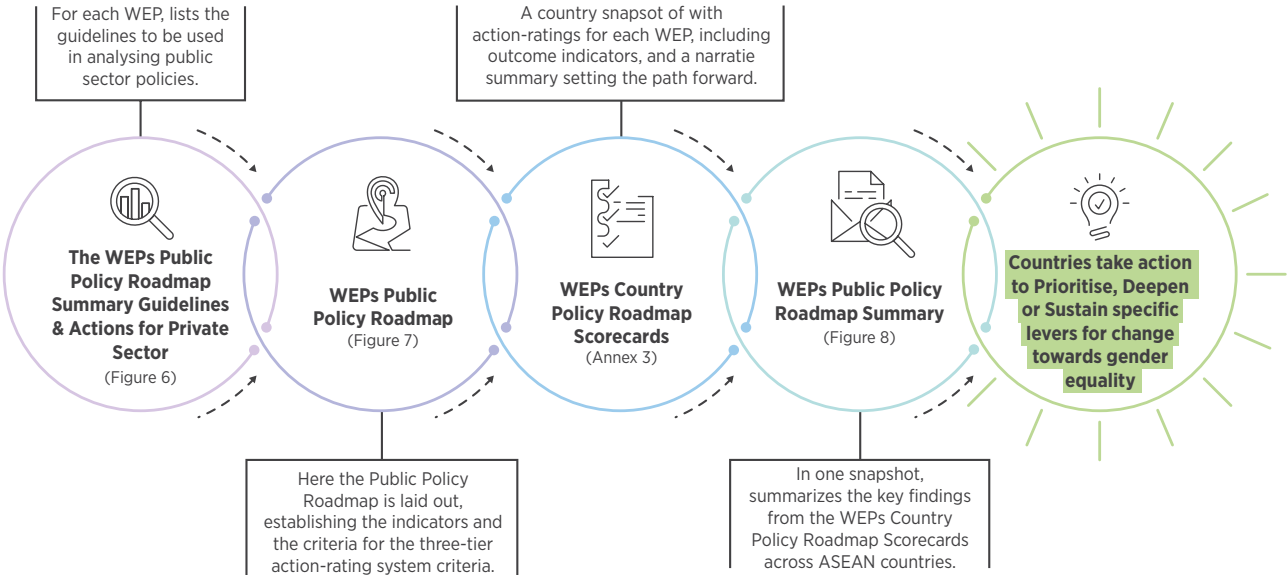
The MNE Declaration is the only ILO instrument that provides direct guidance to enterprises (multinational and national) on social policy and inclusive, responsible and sustainable workplace practices. The aim of this Declaration is to encourage the positive contribution which multinational enterprises can make to economic and social progress and the realization of decent work for all; and

to minimize and resolve the difficulties to which their various operations may give rise. Its principles are addressed to MNEs, governments of home and host countries, and employers' and workers' organizations and cover areas such as employment, training, conditions of work and life, and industrial relations as well as general policies.

For more information: [www.ilo.org/mnedeclaration](http://www.ilo.org/mnedeclaration)

Figure 5 describes the structure of this chapter and how the different features of the WEPs Public Policy Roadmap come together, inform each other and provide guidance to policymakers across ASEAN member states.

**Figure 5. From Roadmap to Action: An overview of how to use the WEPs Public Policy Roadmap**



# 1.1 WEPs Public Policy Roadmap Summary Guidelines & Actions for Private Sector

Figure 6, the **WEPs Public Policy Roadmap Summary Guidelines & Actions for the Private Sector**, provides a summary of the guidelines to be used in assessing policies, structured along each of the WEPs and their corresponding actions for companies.<sup>92</sup> The authors recognize that by aligning with the Assessment Guidelines for Public Sector Policies, government policies will go beyond impacting companies to impacting society more widely.

<sup>92</sup> Please see Annex 1.1 for details on the overall methodology used.

**Figure 6. WEPs Public Policy Roadmap Summary Guidelines & Actions for the Private Sector**

WEP	Guidelines for Private Sector Policy WEP Mapping	Actions for Private Sector (Companies) as defined in WEP Framework
<b>WEP 1. High-level corporate leadership</b>	<ul style="list-style-type: none"> <li>Adherence to international <b>gender equality commitments</b>: Gender-related CEDAW and ASEAN declarations</li> <li>Gender-responsive budgeting (GRB) legislation, strategies, and directives*</li> </ul>	<ul style="list-style-type: none"> <li>Affirm high-level support and direct top-level policies for gender equality and human rights</li> <li>Establish company-wide goals for gender equality</li> <li>Engage internal and external stakeholders</li> <li>Ensure that all policies are gender-sensitive</li> </ul>
<b>WEP 2. Treat all women and men fairly at work without discrimination</b>	<ul style="list-style-type: none"> <li>Adherence to international <b>gender equality commitments</b>: Ratification of ILO international labour standards and gender commitments related to non-discrimination, pay equity (C111 &amp; C100); maternity protection, workers and family (C183 &amp; C156)</li> <li>Laws pertaining to gender equality in the workplace, pay, care, parenthood, pensions and retirement</li> <li>Legislation or initiatives in relation to women on corporate boards*</li> <li>Proactive and wage transparency laws and measures to address discriminatory pay gap</li> <li>National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality*</li> </ul>	<ul style="list-style-type: none"> <li>Pay equity policies and job valuation exercises to eliminate the gender pay gap and promote pay equity</li> <li>Ensure that workplace policies and practices are free from gender-based discrimination</li> <li>Ensure fair measures are in place for the protection of pregnant workers and that there are maternity and paternity policies</li> <li>Implement gender-sensitive recruitment / retention practices</li> <li>Assure participation of women at all levels of decision-making by tracking and reporting women and men across all levels of leadership and operational departments</li> <li>Offer flexible work options</li> <li>Support access to child and dependent care</li> </ul>
<b>WEP 3. Employee health, well-being and safety</b>	<ul style="list-style-type: none"> <li>Ratification of international gender commitments: ILO Convention No. 190, Violence and Harassment Convention</li> <li>Legislation on sexual harassment in employment</li> <li>The Guiding Principles on Business and Human Rights</li> <li>National focal point for the Tripartite Declaration on Multinational Enterprises and Social Policy appointed*</li> </ul>	<ul style="list-style-type: none"> <li>Provide safe working conditions by introducing violence and harassment in occupational health and safety (OSH) management and in <b>risk-assessments</b></li> <li>Adopt the R206 guidance and implement a zero-tolerance <b>workplace policy</b>, establish <b>prevention programmes, specify rights and responsibilities</b> of employers and workers which includes <b>information on complaint and investigation mechanisms</b> on violence and harassment, including gender-based violence and harassment</li> <li>Strive to offer equal access to health insurance or other needed services and respect workers' rights to medical care</li> <li>Identify and address security issues for women</li> </ul>
<b>WEP 4. Education and training for career advancement</b>	<ul style="list-style-type: none"> <li>Presence of professional development programs targeted at women in leadership or in non-traditional vocations*</li> </ul>	<ul style="list-style-type: none"> <li>Invest in workplace programmes that open avenues for advancement of women across all levels and in non-traditional job fields.</li> <li>Ensure equitable access to all company-supported education and training programmes</li> <li>Provide equal opportunities for formal and informal networking and mentoring.</li> <li>Articulate the company's business case for women's empowerment and communicate it broadly</li> </ul>

WEP	Assessment Guidelines for Public Sector Policies	Actions for Private Sector (Companies) as defined in WEP Framework
<b>WEP 5. Enterprise development, supply chain and marketing practices</b>	<ul style="list-style-type: none"> <li>• Programmes and regarding gender-responsive procurement and supplier diversity in the public and private sectors*</li> <li>• National financial inclusion strategies that include gender equality or women's empowerment objectives *</li> <li>• Laws regarding gender differences in access to finance and owning a business</li> <li>• Gender stereotype, anti-bullying or another type of gender policy or strategy that seeks to change gender norms*</li> </ul>	<ul style="list-style-type: none"> <li>• Expand business relationships with women-owned enterprises and support them in access</li> <li>• Uphold responsible business conduct by ensuring their supply chains are free from human trafficking or sexual exploitation</li> <li>• Support gender-sensitive solutions to credit and lending barriers.</li> <li>• Ask business partners to respect the company's commitment to advancing equality and inclusion.</li> <li>• Respect the dignity of women in all marketing and company materials.</li> </ul>
<b>WEP 6. Community initiatives and advocacy</b>	<ul style="list-style-type: none"> <li>• Presence of public-private partnerships and multi-stakeholder partnerships to collaborate in promoting gender equality and/or women's empowerment in corporations*</li> </ul>	<ul style="list-style-type: none"> <li>• Lead by example</li> <li>• Leverage influence to advocate for gender equality</li> <li>• Work with community stakeholders, and officials to eliminate discrimination and to open opportunities for women and girls.</li> <li>• Promote and recognize women's leadership</li> <li>• Use philanthropy to support company commitment to inclusion, equality and human rights.</li> </ul>
<b>WEP 7. Measurement and reporting</b>	<ul style="list-style-type: none"> <li>• Regulations or mandates for the private sector regarding women on boards, national financial inclusion strategies with gender objectives, government reporting on corporate social responsibility, and the gender pay gap*</li> </ul>	<ul style="list-style-type: none"> <li>• Make company policies public for gender equality</li> <li>• Establish benchmarks</li> <li>• Measure and report on progress</li> <li>• Incorporate gender markers into reporting obligations.</li> </ul>

*\*Guidelines created by Value for Women based on desk review to match the respective WEP.*

Building from the **WEPs Public Policy Roadmap Summary Guidelines & Actions for the Private Sector** which offers clarity on the issues to be analysed by the countries and structures these along each of the WEPs, a roadmap can be laid out that with indicators that establish where a country is and what a county needs to do to advance.

# ILO CONVENTIONS INCLUDED IN THE WEP PUBLIC POLICY ROADMAP



[C100 – Equal Remuneration Convention, 1951](#)

[C111 – Discrimination \(Employment and Occupation\) Convention, 1958](#)

[C156 – Workers with Family Responsibilities Convention, 1981](#)

[C183 – Maternity Protection Convention, 2000](#)

[C190 – Violence and Harassment Convention, 2019](#)

## ILO Fundamental Conventions

[C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948](#)

[C098 – The Rights to Organise and Collective Bargaining Convention, 1949](#)

[C029 – Forced Labour Convention, 1930](#)

[C105 – Abolition of Forced Labour Convention, 1957](#)

[C138 – Minimum Age Convention, 1973](#)

[C182 – Worst Forms of Child Labour Convention, 1999](#)

[C100 – Equal Remuneration Convention, 1951](#)

[C111 – Discrimination \(Employment and Occupation\) Convention, 1958](#)



## 1.2 The WEPs Public Policy Roadmap

Figure 7 presents the **WEPs Public Policy Roadmap**, which brings together the identified issues, the selected thematic areas and the criteria for each indicator, into a conceptual framework of **existing public sector policies and regulatory reporting requirements pertaining to the WEPs, providing an enabling and reinforcing environment for WEPs implementation**.

After a review of the thematic areas in each ASEAN member state, the WEPs mapping criteria were determined. This ensures that the criteria are relevant to the levers of change. While specific assessment criteria have been defined for each of the WEPs, the criteria always follow a three-tier action-rating system:




- 
**Prioritize:** Country has multiple laws that do not contain a gender-lens or are not gender-responsive and has not ratified multiple international conventions. The country needs to '*PRIORITIZE*' taking more action and is an area of high opportunity for improvement towards achieving positive change towards gender equality.
- 
**Deepen:** Country has not ratified some international conventions and / or has a few laws that treat women and men differently and exacerbate gender inequalities. The country needs to '*DEEPEN*' its actions to achieve change towards gender equality.
- 
**Sustain:** Country should '*SUSTAIN*' its actions and is an area of low opportunity for improvement. Where indicated, the country should strengthen the implementation of respective International Conventions and national policies, initiatives, and laws to promote gender equality.



Figure 7: WEPs Public Policy Roadmap Criteria

WEP	Thematic Area	Assessment Criteria
1. High-level corporate leadership	<b>Ratification of two or more international gender commitments</b> <ul style="list-style-type: none"> <li>The Convention on the Elimination of All Forms of Discrimination Against Women, 1979</li> <li>ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013</li> <li>Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010</li> <li>ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has not ratified 2 or more of the international gender-related commitments;</li> <li><b>Deepen:</b> Country has not ratified 1 of the major international commitments in this section;</li> <li><b>Sustain:</b> Country has ratified all the major international commitments in this section.</li> </ul>
	<b>Gender-responsive budgeting</b> <ul style="list-style-type: none"> <li>Does the country have gender responsive budgeting legislation strategies, directives or policy guidelines?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no GRB legislation or national plan/strategy;</li> <li><b>Deepen:</b> Country has GRB legislation or GRB national plan/strategy;</li> <li><b>Sustain:</b> Country has two of the following: national GRB legislation; GRB national plan/strategy; GRB directives or policy guidelines.</li> </ul>
2. Treat all women and men fairly at work without discrimination	<b>Women on boards legislation or policies</b> <ul style="list-style-type: none"> <li>Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no easily identifiable regulation for promoting women on corporate boards;</li> <li><b>Deepen:</b> Country has easily identifiable guidance or initiatives promoting women on corporate boards;</li> <li><b>Sustain:</b> Country has specific mandatory quotas or targets for the promotion of women on corporate boards.</li> </ul>
	<b>Parental and family protection conventions</b> <ul style="list-style-type: none"> <li>C183 - Maternity Protection Convention, 2000 (No. 183)</li> <li>C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981</li> <li>Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has not ratified 2 conventions and/or has no NAP on Business and Human Rights;</li> <li><b>Deepen:</b> Country has not ratified 1 convention OR has a NAP on Business and Human Rights;</li> <li><b>Sustain:</b> Country has ratified all conventions AND has a NAP Business and Human Rights with specific objectives or actions to promote gender equality.</li> </ul>
	<b>Laws on work, pay, parenthood, and pensions</b> <ul style="list-style-type: none"> <li>Can a woman get a job in the same way as a man? *</li> <li>Does the law prohibit discrimination in employment based on gender? *</li> <li>Does the law mandate equal remuneration for work of equal value? *</li> <li>Can women work in jobs deemed dangerous in the same way as men? *</li> <li>Are women able to work in the same industries as men? *</li> <li>Is paid leave of at least 14 weeks available to mothers? *</li> <li>Is dismissal of pregnant workers prohibited? *</li> <li>Is paid leave available to fathers? *</li> <li>Is there paid parental leave? *</li> <li>Does the government administer 100% of maternity leave benefits?*</li> <li>Does the country have a policy framework regarding menstruation and women in the workplace?*</li> <li>Are the ages at which men and women can retire with full pension benefits equal?*</li> <li>Are the ages at which men and women can retire with partial pension benefits equal?*</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has gender disparities in more than 4 laws/policies in this category;</li> <li><b>Deepen:</b> Country has gender disparities in 3-4 laws/policies in this category;</li> <li><b>Sustain:</b> Country has 0-2 gender disparities laws/policies in this category.</li> </ul>

WEP	Thematic Area	Assessment Criteria
	<b>Programmes on pay equity and support for caregivers</b> <ul style="list-style-type: none"> <li>Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity</li> <li>Country has national care work (i.e. childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no easily identifiable national initiative for promoting pay equity or gender equality in care work;</li> <li><b>Deepen:</b> Country has easily identifiable national initiative for promoting pay equity or gender equality in care work;</li> <li><b>Sustain:</b> Country has easily identifiable national initiative for promoting pay equity and gender equality in care work.</li> </ul>
Sources: World Bank's Women, Business and the Law database (WBL); CEDAW, ILO Decent Work Programme, or ASEAN reports		
3. Employee health, well-being and safety	<b>Ratification of C190 Violence &amp; Harassment Convention / Legislation on Sexual Harassment in Employment</b> <ul style="list-style-type: none"> <li>C190 - Violence and Harassment Convention, 2019 (No. 190)</li> <li>Is there legislation on sexual harassment in employment?*</li> <li>Are there criminal penalties or civil remedies for sexual harassment in employment?*</li> </ul> <b>Ratification of ILO Fundamental Conventions &amp; appointment of the National Focal Point for the MNE Declaration</b> <ul style="list-style-type: none"> <li>ILO Fundamental Conventions</li> <li>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no legislation on sexual harassment or country has not ratified C190;</li> <li><b>Deepen:</b> Country has legislation on sexual harassment and ratified C190 but no criminal penalties;</li> <li><b>Sustain:</b> Country has ratified C190 and has legislation on sexual harassment and criminal penalties or civil remedies for sexual harassment in employment.</li> </ul> <ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has not ratified at least one of the ILO Fundamental Conventions and has no National Focal Point;</li> <li><b>Deepen:</b> Country has ratified all the ILO Fundamental Conventions but has no National Focal Point;</li> <li><b>Sustain:</b> Country has ratified all of ILO Fundamental Conventions and has appointed a National Focal Point.</li> </ul>
4. Education and training for career advancement	<b>Programmes for women in STEM and technical workers</b> <ul style="list-style-type: none"> <li>Presence of professional development programmes targeted at women in leadership or in non-traditional vocations (e.g. women in STEM in CEDAW).</li> <li>Presence of professional development programmes targeted at women in leadership or in non-traditional vocations (e.g. women in STEM) in Decent Work Programme.</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no easily identifiable professional development programs targeted at getting more women in leadership or non-traditional jobs;</li> <li><b>Deepen:</b> Country has easily identifiable professional development programs targeted at getting more women in leadership or non-traditional jobs;</li> <li><b>Sustain:</b> Country has easily professional development programs targeted at getting more women in leadership AND non-traditional jobs.</li> </ul>

WEP	Thematic Area	Assessment Criteria
5. Enterprise development, supply chain and marketing practices	<b>Gender-responsive procurement</b> <ul style="list-style-type: none"> <li>Does the country have legislation regarding supplier diversity or women's procurement in the public sector?</li> <li>Does the country have programs regarding supplier diversity or women's procurement?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no public sector gender-responsive procurement programs;</li> <li><b>Deepen:</b> Country has public sector gender-responsive procurement programs or programs to encourage gender-responsive procurement in the private sector;</li> <li><b>Sustain:</b> Country has gender-responsive procurement legislation or regulations for the public or private sector.</li> </ul>
	<b>Gender in the National Financial Inclusion strategy</b> <ul style="list-style-type: none"> <li>Does the country have a National Financial Inclusion Strategy?*</li> <li>Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?*</li> <li>Does the National Financial Inclusion Strategy have a sex-disaggregated indicator or gender-related target?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no formalized financial inclusion strategy or national regulations and no specifications on supporting women's financial inclusion;</li> <li><b>Deepen:</b> Country has a financial inclusion strategy or national regulations mentioning gender and women in the financial inclusion strategy but no specific target(s) or objective(s) to support closing the gender gap in financial inclusion;</li> <li><b>Sustain:</b> Country has a financial inclusion strategy or national regulations with specific target(s) or objective(s) support closing the gender gap in financial inclusion.</li> </ul>
	<b>Laws on access to resources, assets and financial services</b> <ul style="list-style-type: none"> <li>Does the law prohibit discrimination in access to credit based on gender?*</li> <li>Does the law grant equal ownership over immovable assets (property rights)?*</li> <li>Can a woman sign a contract in the same way as a man?*</li> <li>Can a woman register a business in the same way as a man?*</li> <li>Can a woman open a bank account in the same way as a man?*</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has more than one law/policy that discriminates against women in this category;</li> <li><b>Deepen:</b> Country has one law/policy that discriminates against women in this category;</li> <li><b>Sustain:</b> Country has no law/policy that discriminates against women in this category.</li> </ul>
	<b>Gender stereotype policy or strategy</b> <ul style="list-style-type: none"> <li>Does the country have gender stereotype, anti-bullying or other type of gender policy or strategy that seeks to change gender norms in the private sector?*</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no public sector gender-stereotype policy or strategy;</li> <li><b>Deepen:</b> Country has a public sector gender-stereotype policy or strategy;</li> <li><b>Sustain:</b> Country has a public sector gender-stereotype policy or strategy for the private sector.</li> </ul>
	<b>ASEAN SME Policy Index</b> - Inclusive entrepreneurship for women score	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has a score of 1-1.99</li> <li><b>Deepen:</b> Country has a score of 2-4</li> <li><b>Sustain:</b> Country has a score of 4-6</li> </ul>
6. Community initiatives and advocacy	<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b> <ul style="list-style-type: none"> <li>Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies? **</li> <li>Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship? **</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no national private sector partnership on gender equality;</li> <li><b>Deepen:</b> Country has a private sector partnership without active participation of the public sector;</li> <li><b>Sustain:</b> Country has at least one national multi-stakeholder partnership on gender equality that includes the private and public sector as well as workers organisations.</li> </ul>
7. Measurement and reporting	<b>WEPs reporting mandates</b> <ul style="list-style-type: none"> <li>Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?*</li> <li>Does the country have a public sector mandate that requires companies to report on the gender pay gap?*</li> <li>Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?</li> </ul>	<ul style="list-style-type: none"> <li><b>Prioritize:</b> Country has no priority mandates for reporting on gender;</li> <li><b>Deepen:</b> Country has at least one priority mandate for reporting on gender;</li> <li><b>Sustain:</b> Country has at least 2 priority mandates for reporting on gender.</li> </ul>

\*Indicator from the World Bank's Women, Business and the Law database.

\*\* Indicators are not standardized and were created by Value for Women to match the respective WEP.



## WEPs Public Policy Roadmap: Indicator Selection Criteria

The WEPs Public Policy Roadmap indicators, seen in the second column of Figure 8, were selected based on the following criteria:

**1. Relevance:** All WEPs Public Policy Roadmap indicators required alignment with relevant WEPs objectives, and the seven key drivers of transformation identified by the UN Secretary-General's High-Level Panel on Women's Economic Empowerment.<sup>93</sup>

**2. Availability and Comparability:** All indicator data had to be publicly available for a majority of ASEAN member states. Data was compiled using international studies and databases from leading international organisations (i.e., UN Women and the World Bank) and national reports from CEDAW and the ILO Decent Work Country Programmes.

For areas related to WEPs 4, 5, 6, and 7 that did not have a policy indicator in a standardized database (e.g., Women, Business, and the Law), an indicator was developed to compare the subject area across ASEAN. Through this methodology, the WEPs Public Policy Roadmap implicitly encourages countries to measure and report on progress to achieve gender equality since the Country Scorecard can only count initiatives reported publicly by the country or international organisations.

**3. Actionable:** All public sector interventions and policies had to be actionable and changeable by country governments to bring transformative change. Key country outcomes are included in each Country Scorecard to provide a context for gender equality gains. However, these indicators were not included as part of the WEPs Public Policy Roadmap since they measure the medium- and long-term results of governments' interventions and are not directly changeable by governments.



## 1.3 WEPs Country Public Policy Roadmap Scorecards

The **WEPs Country Public Policy Roadmap Scorecards** (hereafter referred to as the "WEPs Country Scorecards") (Annex 3) have been developed to provide each ASEAN member state with a detailed country-specific analysis for 2020, a narrative and a roadmap of the changes recommended for each country. In the future, scorecards can be refreshed using the existing databases listed in Annex 1.2 and 1.3. Each scorecard includes the ranking of the country in the UNDP Gender Inequality Index (GII) and the World Economic Global Gender Gap Index ranking.

Countries can clearly see not only where they stand but also what actions they can take to increase the values on their Scorecard and achieve positive change towards gender equality.

These country-specific assessments are summarized in the **WEPs Public Policy Roadmap Summary** (Figure 8) which in one glance shows where ASEAN members can "Prioritize", "Deepen," or "Sustain" their actions for each Roadmap indicator.

<sup>93</sup> The seven key drivers are: Tackling adverse norms and promoting positive role models; Ensuring legal protection and reforming discriminatory laws and regulations; Recognizing, reducing and redistributing unpaid work and care; Building assets—Digital, financial and property; Changing business culture and practice; Improving public sector practices in employment and procurement; Strengthening visibility, collective voice and representation



## 1.4 WEPs Public Policy Roadmap Summary for ASEAN Member States

Drawing from this country-specific work found in Annex 3, this section summarizes where each country is doing well and should sustain its actions to promote gender equality, and where it is falling short in achieving change towards gender equality and as such is recommended to either deepen its actions or prioritize taking more actions (Figure 8). Following that is a discussion of key findings by each WEP across ASEAN.

Figure 8. WEPs Public Policy Review Roadmap – Summary

Assessment Summary	Brunei DRS	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Vietnam
WEP 1. High-Level Corporate Leadership										
WEP 2. Treat All Women and Men Fairly at Work without Discrimination										
WEP 3. Employee Health, Well-Being and Safety										
WEP 4. Education and Training for Career Advancement										
WEP 5. Enterprise Development Supply Chain and Marketing Practices										
WEP 6. Community Initiatives and Advocacy										
WEP 7. Measurement and Reporting										

**Legend:** The icons in the table represent the recommended action for the country to take to achieve change towards gender equality.

represents **prioritize** represents **deepen**, and represents **sustain**.

**Note:** Please see **Figure 7: WEPs Public Policy Roadmap** and **Annex 3: Country scorecards** for specific details on how the respective assessments were given to countries.



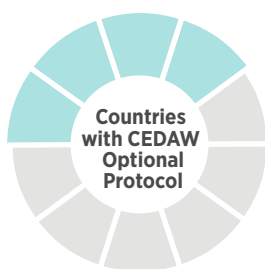


## 1.5 WEPs Public Policy Roadmap key findings for ASEAN Member States

With an estimated USD 4.5 trillion in annual economic opportunity on the line,<sup>94</sup> policymakers across ASEAN have a responsibility and an opportunity to guide the private sector towards more gender-responsive approaches. In this regard, the WEPs Public Policy Roadmap analysis has brought a series of key findings to help guide ASEAN policymakers operationalize gender-inclusive practices that will ultimately contribute to human and economic development. Key findings are outlined below.

### WEP 1. High-Level Corporate Leadership

- 1. ASEAN member states have signed or ratified international commitments related to promoting gender equality,**<sup>95</sup> with variations across countries and conventions. Three out of five key ILO gender equality Conventions (C183, C190 and C156) have not been ratified by all countries in the ASEAN region. Only three countries (Indonesia, Cambodia and Philippines) have ratified all the core ILO fundamental conventions,<sup>96</sup> none of the countries in the region has ratified the Maternity Protection Convention (C183) and six out of 10 ASEAN member states, have signed the Discrimination (Employment and Occupation) Convention (C111). The majority of countries in the region have ratified Equal Remuneration Convention (C100).



**All 10 ASEAN member states have ratified CEDAW and four countries** (Cambodia, Indonesia, Philippines and Thailand) have also ratified the Optional Protocol to CEDAW. This has led to considerable progress in applying CEDAW to develop gender equality laws and policies across the region. Accordingly, some countries have non-discrimination and equality principles within their constitutions, while others are implementing these principles into their domestic legislation. Additionally, the implementation of policies vary. Brunei and Singapore are the only countries with a centrally-based implementation strategy. All other countries have decentralized implementation strategies involving inter-agency coordination at the national and sub-national levels.<sup>97</sup>

- 2. 5 countries in the region have laws, legal instruments, or national strategies on gender-responsive budgeting (GRB) initiatives.** GRB is the use of analytical tools, as a routine part of the budget process, so that the budget is more effective at helping to meet gender equality goals.<sup>98</sup> Government budgets represent the priorities of the countries, states and municipalities that approve of them and, as such, represent an important starting point for demonstrating a commitment to promoting gender equality.



**Countries with gender-responsive budgeting**

<sup>94</sup> McKinsey. (2018). The power of parity: Advancing women's equality in Asia Pacific.

<sup>95</sup> The core ILO Key Gender Equality Conventions are: C100, C111, C156, C183, C190.

<sup>96</sup> The Fundamental ILO Conventions are: C029, C087, C098, C100, C105, C111, C138, C182.

<sup>97</sup> ASEAN Commission on the Promotion and Protection of the Rights of Women and Children. (2016). Progress Report On Women's Rights and Gender Equality. Available at: [https://asean.org/storage/2012/05/Progress-Report\\_Women-Rights-and-Gender-Equality.pdf](https://asean.org/storage/2012/05/Progress-Report_Women-Rights-and-Gender-Equality.pdf)

<sup>98</sup> OECD. (2016). OECD Gender Budgeting Framework. Available at: <https://www.oecd.org/gov/budgeting/Gender-Budgeting-Highlights.pdf>

Vietnam has legislation for GRB, Thailand has a national plan/strategy specifically for GRB, Indonesia and Lao DR have directives/policy guidelines and either legislation or a national plan/strategy for GRB. The Philippines is the only ASEAN member state that has a legislation/national plan/strategy, and directives/policy guidelines for GRB.<sup>99</sup>

Focusing on the case of Indonesia, the country's National Strategy for Gender Mainstreaming Acceleration through Gender Responsible Planning and Budgeting, launched in 2012 by the Minister of National Development Planning in 2012, includes guidelines for sectoral ministries and local bodies to develop a Gender Analysis Pathway (GAP), a tool already in place since 2000, and a gender budgeting statement that should be reported on as part of the budgeting process.<sup>100</sup>

## ■ **WEP 2. Treat All Women and Men Fairly at Work without Discrimination**

1. **Greater policies and legislative frameworks are needed to promote gender equality in the workplace, including guarantee for equal pay, employment opportunities and childcare.** Inherent biases and inequalities in the laws and/or the lack of protection against gender discrimination hinder full and equal participation of women in the workforce. In the Philippines and Indonesia, progress has been made to establish strong legal frameworks pertaining to women in the workplace, and this could potentially be leveraged to further address gender equalities in pension legislation and parental leave.
2. As the COVID-19 pandemic forces many people to work from home, including women who must find a way to conduct their professional work while balancing domestic and childcare responsibilities at home, the need to revitalize the discussion around this WEP becomes even more important and urgent. COVID-19 has also increased the burden of unpaid care and domestic work for all due to closure of schools and childcare facilities, among other services, but it has a disproportionate impact on women, who have much less access to support systems.<sup>101</sup> **In ASEAN member states, 30% of women noted increases in the intensity of domestic work since the spread of the virus, compared to 16% of men.**<sup>102</sup> By advancing laws to promote gender equality in the workplaces, ASEAN governments can help promote inclusive economic opportunities in the formal sector across industries.
3. While **few countries have gender equality mandates from their securities and exchange commissions (SECs), there are some promising developments in the region.** ASEAN securities and exchange commissions and stock exchanges are pivotal to mandating reporting on gender related indicators, since they already require reporting on a host of financial, corporate governance, and sustainability issues.

Currently, there are eight SECs and nine stock exchanges actively operating in ASEAN (Brunei Darussalam does not have a stock exchange or stock exchange commission, and the Singapore Exchange serves a dual role as an exchange and regulator). The SECs and stock exchanges of Indonesia, Malaysia, Philippines, and Singapore are making efforts to advance gender inclusion within the bourses' operations. In each of these countries, the two institutions perform complementary roles, with the SECs as the reporting regulators and stock exchanges as implementers or supporters.

<sup>99</sup> UN ESCAP. (2018). *Gender-Responsive Budgeting in Asia and the Pacific: Key Concepts and Good Practices*. Available at: [https://www.unescap.org/sites/default/files/SDD\\_Gender-Responsive\\_Budgeting.pdf](https://www.unescap.org/sites/default/files/SDD_Gender-Responsive_Budgeting.pdf)

<sup>100</sup> The Strategy was launched through a joint circular of the Ministry of National Development Planning, Ministry of Women's Empowerment and Child Protection, the Ministry of Finance, and the Ministry of Home Affairs.

<sup>101</sup> UN Women. (2020). From Insight to Action: Gender Equality in the Wake of Covid-19.

<sup>102</sup> ASEAN and UN Women (2020), ASEAN Gender Outlook, March 2020 available at <https://data.unwomen.org/publications/asean-gender-outlook>

## SECURITIES COMMISSION MALAYSIA



The Securities Commission Malaysia released the Malaysian Code on Corporate Governance in 2017, which asserted the requirement for companies to disclose a gender diversity policy, targets and measures to achieve gender equality.

**The Malaysian Code on Corporate Governance requires the top 100 listed companies to have at least 30% of board seats held by women by the end of 2022.** Bursa Malaysia supported the

regulation by setting up an internal Board Diversity Policy to ensure gender diversity on its boards and today, half of its board members are women. Additionally, Bursa Malaysia launched the Equality for Equity campaign to raise awareness of the importance of equal access to investment opportunities and to reduce the gender investing gap in the Malaysian equity market.

## SINGAPORE'S DIVERSITY ACTION COMMITTEE



The Diversity Action Committee (DAC), formed in August 2014, seeks to increase the number of women appointed to the boards of SGX-listed companies. **It released a triple-tier target for directorship appointments in April 2017: women should hold 20% of all board seats at SGX-listed companies by 2020, 25% by 2025, and 30% by 2030.** The DAC called on the top 100 listed companies to take the lead and generate momentum for all listed companies. Expanding its mandate in 2019, DAC will continue to focus on

raising awareness of the importance of board diversity, developing the pipeline of board-ready women, and working with the government on policies and programs. Additionally, Singapore's Code of Corporate Governance 2018 aims to promote gender, age and other types of diversity and mandates that each company's board diversity policy and progress made towards implementing this policy are disclosed in the company's annual report.<sup>103</sup>

4. **3 countries have legislation that mandates equal remuneration for work of equal value** and this legislation is an essential building block to reduce gender pay inequalities.

Across **Asia and the Pacific, the average pay gap is 14.8%.**<sup>104</sup> However, few countries go beyond legislation to close gender gaps. Additional guidance and actions are necessary to reinforce national law and reduce the pay gap. A notable example is Singapore's Tripartite Alliance for Fair & Progressive Employment Practices, which provides Guidelines on Fair Employment to companies, including guidance on how to reward employees fairly based on their ability, performance, contribution, and experience.<sup>105</sup>



Across the Asia-Pacific,  
the average pay gap is  
**14.8%**

<sup>103</sup> Monetary Authority of Singapore (2018). *Code of Corporate Governance*. Available at: <https://www.mas.gov.sg/regulation/codes/code-of-corporate-governance>

<sup>104</sup> International Labour Organization. (2018). How big is the gender pay gap in your country? Available at: [https://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS\\_650829/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS_650829/lang--en/index.htm)

<sup>105</sup> Tripartite Alliance for Fair & Progressive Employment Practices. (n.d.) Tripartite Guidelines on Fair Employment. Available at: <https://www.tal.sg/tafep/>

5. While countries in the region have **legislation on maternity and paternity leave**, more can be done to align with the **recommended international standards** and to ultimately facilitate uptake by both primary and secondary caregivers.

Overall, there is very limited entitlement to parental leave. Five countries in the region (Laos, Myanmar, Singapore, Thailand, and Vietnam) provide the ILO minimum recommended paid maternity leave of 14 weeks, with the number of maternity leave days provided by these countries ranging from 84 in some cases in Singapore to 180 in Vietnam.



**Only 5 countries in the region (Laos, Myanmar, Singapore, Thailand, and Viet Nam) provide the ILO minimum recommended paid maternity leave of 14 weeks**

On paternity leave, only the Philippines, Laos, Myanmar, Indonesia, Singapore, and Vietnam offer paternity leave, ranging from 2 days in Indonesia to 15 days in Myanmar. The eligibility of paternity leave benefits varies across countries; factors that impact eligibility or the number of days given, are: if the father is married or unmarried, the number of children, if the child was adopted, employment period with current employer, or if the father is insured under the social security system.<sup>106</sup> For example, the Philippines provides seven working days of full paid paternity leave for up to four children, and mothers can transfer up to 7 of their 105 days of paid leave to the father (married or unmarried), thus increasing the potential to 14 days of paternity leave but at the cost of reduced maternity leave.<sup>107</sup>

Leave policies for adoption are limited throughout the region, tend to vary based on the child's age, paternity policies tend to differ from maternity policies and benefits are less than maternity or paternity benefits for biological children, except in the Philippines where maternity and paternity benefits are equivalent to biological children if the child is under 7 years old.<sup>108</sup>

The gap between maternity and paternity leave policies, both for biological and adopted children, may cause employers to see maternity benefits as an additional cost they are unwilling shoulder, effectively disincentivizing the hiring of women. Accordingly, it is important for countries to consider universal coverage, where the onus is not on companies to pay.

In Asia and the Pacific women spend on average 4.1 times more time each day on unpaid care work than men<sup>109</sup>, and **the lack of paternity leave benefits perpetuates the gender bias of women as primary caregivers and men as the sole breadwinners in the family**. Unpaid care work is often a key barrier for women's economic participation. Globally, women only have a 47%<sup>110</sup> labour force participation rate, compared to men at 74%.<sup>111</sup> In East Asia and the Pacific, women's labour force participation rates have been steadily declining from 66% in 1990 to 58% in 2020.<sup>112</sup> Governments can learn to develop legislation, including tax policies, that supports new mothers and working parents and increases women's labour force participation. Sweden, Norway, Iceland, Estonia, and Portugal offer the most family-friendly policies in the EU.<sup>113</sup>

<sup>106</sup> WPG. (2018). *Employment Law Alliance Asia Pacific Family Leave Survey 2018*. Available at: [https://www.ela.law/Templates/media/files/PUBLICATIONS/AP\\_Family\\_Leave\\_Survey.pdf](https://www.ela.law/Templates/media/files/PUBLICATIONS/AP_Family_Leave_Survey.pdf)

<sup>107</sup> East Asia Forum. (2019). *Expanding paternity leave in Southeast Asia*. Available at: <https://www.eastasiaforum.org/2019/06/14/expanding-paternity-leave-in-southeast-asia/>

<sup>108</sup> WPG. (2018). *Employment Law Alliance Asia Pacific Family Leave Survey 2018*.

<sup>109</sup> International Labour Organization. (2018). *Care Work and Care Jobs for the Future of Decent Work*. Available at: [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_633135.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf)

<sup>110</sup> World Bank. (2020). *Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate)*. Available at: [https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?name\\_desc=true](https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?name_desc=true)

<sup>111</sup> World Bank. (2020). *Labor force participation rate, male (% of male population ages 15+) (modeled ILO estimate)*. Available at: [https://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS?name\\_desc=true](https://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS?name_desc=true)

<sup>112</sup> World Bank. (2020). *Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate)*.

<sup>113</sup> To learn more about EU family-friendly policies read, *Are the world's richest countries family friendly?: Policy in the OECD and EU*. Available at: [https://www.unicef-irc.org/publications/pdf/Family-Friendly-Policies-Research\\_UNICEF\\_%202019.pdf](https://www.unicef-irc.org/publications/pdf/Family-Friendly-Policies-Research_UNICEF_%202019.pdf).

## CHILD CARE AND SHIFTING THE BALANCE OF UNPAID CARE WORK



Childcare and lactation policies are important for creating workplaces that support women and men that have recently become parents. Research shows that urban women without access to childcare in Indonesia forego approximately USD 1,300 in earnings due to prolonged absence from the labour market. One of the reasons is the higher opportunity cost of going back to work without affordable access to childcare. A short duration of maternity leave is also a contributing factor of women's higher rate of dropping out of the workforce and switching into and remaining in unpaid family work.

Given the lack of standardized indicators on childcare and lactation, these issues were not included in the WEPs Public Policy Roadmap. However, five out of 10 countries in the region (Indonesia, Laos, Philippines, Singapore, and Vietnam) have specific laws that support or mandate childcare for the private sector. Additionally, three out of 10 countries in the region have specific regulations pertaining to lactation in the workplace. Countries within

ASEAN can learn and exchange best practises in these areas, but also exchange with other regions could accelerate progress. Sweden is an example for shifting the balance of unpaid care work. The country has the most progressive parental leave policy in the world, where parents are entitled to share up to 480 (16 months) of paid leave between them following the birth or adoption of a child. As of 2020, men in Sweden were taking nearly 30% of all paid parental leave – a figure the government hopes to improve. Sweden also provides high-quality, government subsidized, public childcare as well as, through the Swedish Social Insurance Agency, compensation if a parent takes days off work to care for a sick child.<sup>114</sup> Additionally, Sweden has separate income taxation, as opposed to joint taxation of a family unit, the latter creating disincentives for the labor supply of the secondary earner. Separate taxation was introduced in Sweden in 1971 and strengthens incentives for women to enter the labour force or to supply more labour to the market.<sup>115</sup>

### WEP 3. Employees' Health, Well-Being and Safety

6. All ASEAN member states have ratified CEDAW. However, **only 7 out of 10 ASEAN member states have any specific legislation on sexual harassment in the workplace**, such as the Philippines and Singapore, for example, which have laws protecting women against violence at work and at home. For those countries with legislation in place, accountability and reporting mechanisms at government and company levels are required because, without them, there is no legal framework for women to seek recourse, and it is more difficult to hold companies accountable for sexual harassment in the workplace. Without the necessary legislation and mechanisms to protect against sexual harassment in employment, such as the ILO Violence and Harassment Convention No. 190, peoples' confidence and ability to fulfil their potential is undermined. Therefore, if workplaces do not adequately protect employees, those who are most likely to experience violence and discrimination are least likely to participate



**Only 7 out of 10 ASEAN member States have specific legislation on sexual harassment in the workplace**

<sup>114</sup> Swedish Institute. (2020). *Family-Friendly Life the Swedish Way*. Available at: <https://sweden.se/society/family-friendly-life-the-swedish-way/>

<sup>115</sup> Gunnarsson, Åsa (2020). *Introducing independent income taxation in Sweden in 1971*. *FairTax Working Paper Series No. 02*. Available at: <http://www.diva-portal.org/smash/get/diva2:930244/FULLTEXT01.pdf>



in the workforce, perpetuating existing power structures and inequalities. Laudably, accountability mechanisms (e.g., referral services and hotlines) are available in ASEAN. For example, the Service Directory for Women Migrant Workers in the ASEAN region<sup>116</sup> provides contact information for health, police/justice, social, labour sectors and hotlines and shelters, which are critical essential services for responding to violence against migrant women.

## ■ WEP 4. Education and Training for Career Advancement

- 7. 4 out of 10 countries reported on having professional development programs targeted at women in leadership or in non-traditional vocations.** Malaysia, Indonesia, the Philippines, and Thailand have government supported programmes to support the pipeline of women in STEM.<sup>117</sup> For example, in its founding vision, the Malaysia Innovation Foundation, supported by the Malaysian government, specifically targets women as a beneficiary group.<sup>118</sup> This initiative was designed to promote and inculcate innovation and creativity among Malaysian citizens and has a strong focus on entrepreneurship. In the Philippines, the Technical Education and Skills Development Authority (TESDA) seeks to provide programmes for quality-assured and inclusive technical education and skills development. TESDA has specific programs that target women, especially victims of abuse, to increase women's enrolment in technical industries.<sup>119</sup>

Despite these examples, women remain a significant untapped resource of technology talent in ASEAN, and that they are particularly hindered by gender stereotypes. One example of an initiative that is breaking negative gender stereotypes and encouraging women to enter the STEM field is the #TanamkanKepercayaan ("Building Trust") campaign in Indonesia. This campaign seeks to enhance women's labour force participation by boosting women's trust in themselves and the business community's trust in women.<sup>120</sup>

## ■ WEP 5. Enterprise Development, Supply Chain and Marketing Practices

- 8. ASEAN member states can work to develop and enact legislation to promote Gender-Responsive Procurement (GRP), which is still absent in the region.** GRP is the selection of goods, civil works, or services in a way that considers the impact on gender equality and women's empowerment. Incentivizing gender-responsive procurement in the public and private sector can support the increased participation of women-owned businesses in supply chains.<sup>121</sup> Conversely, without GRP policies, the lack of relational equity experienced by women-led entrepreneurs and women-owned MSMEs becomes a barrier in government-to-business and business-to-public market access, hindering their ability



**No ASEAN member State has legislation to promote Gender-Responsive Procurement (GRP)**

<sup>116</sup> UN Women. (2020). *Service Directory for Women Migrant Workers in the ASEAN region*. Available at: [https://asiapacific.unwomen.org/-/media/field%20office%20easia/docs/publications/2020/11/ap-saf-service-directory-regional\\_english.pdf?la=en&vs=5342](https://asiapacific.unwomen.org/-/media/field%20office%20easia/docs/publications/2020/11/ap-saf-service-directory-regional_english.pdf?la=en&vs=5342)

<sup>117</sup> UNESCO. (n.d.). SAGA - STEM and Gender Advancement: STI Policies and Instruments focused on Gender Equality. Available at: <https://www.researchkits.org/saga/frontend/gender/init.php>.

<sup>118</sup> Malaysia Innovation Foundation. (n.d.) *About Us: Overview*. Available at: <https://www.yim.my/overview/>

<sup>119</sup> UNEVOC. (2019). *TVET Country Profile: Philippines*. Available at: [https://unevoc.unesco.org/wtdb/worldtvtdatabase\\_phl\\_en.pdf](https://unevoc.unesco.org/wtdb/worldtvtdatabase_phl_en.pdf)

<sup>120</sup> Investing In Women. (2019). *Advancing women in STEM for the future of work*. Available at: <https://investinginwomen.asia/posts/advancing-women-in-stem-for-the-future-of-work/>

<sup>121</sup> Chin, K. (2017). *The power of procurement: how to source from women-owned businesses. Corporate Guide to GRP*. UN Women's Economic Empowerment Section. Available at: <https://www.unwomen.org/en/digital-library/publications/2017/3/the-power-of-procurement>

to compete in major corporations' procurement processes. Public procurement can be a powerful strategic lever to accelerate gender equality in the marketplace. Including more women in supply chains can also help to diversify and expand sources, thereby increasing resilience and quality.<sup>122</sup>

Key examples of nationwide actions or legislation on GRP can be found in both emerging markets- Albania, Chile, the Dominican Republic, and South Africa- and developed markets- Europe and North America. The United States government, for example, has a legislatively established government-wide yearly contracting goal of awarding 5% of all prime contract dollars to women-owned small businesses.<sup>123</sup>

While the vast majority of countries around the world have yet to implement nationwide actions or legislation on GRP, the aforementioned cases serve as examples and there is **a significant opportunity for ASEAN member states to establish GRP policies as well**. Additionally, governments can support and join initiatives that support GRP in the private sector.

- 9. 8 out of 10 ASEAN member states have some form of National Financial Inclusion Strategies (NFIS), but sex-disaggregated data and gender actions should be incorporated.** Some countries are collecting sex-disaggregated data on financial inclusion, such as Malaysia which considers women's financial inclusion indicators, and this data is both pivotal for understanding the gender gaps in financial inclusion in the country and necessary to ensure that NFIS do not perpetuate gender gaps in access to finance. However countries are not yet using this data to inform strategies or objectives for closing gender gaps in access to finance. Access to finance is a key condition for women-led businesses to thrive and to become suppliers of large corporations.



**8 out of 10 ASEAN member States have some form of National Financial Inclusion Strategy (NFIS)**



**5 out of 10 ASEAN member States explicitly prohibit gender-based discrimination in access to credit**

Beyond the NFIS, all countries in the region allow women to register a business and open a bank account in the same way as a man and **5 out of 10 countries explicitly prohibit gender-based discrimination in access to credit**. Meaning there is still an opportunity for governments and regulators in the ASEAN region to redress remaining inequalities in the law and in so doing send a clear message that women and men should have equal access to credit.

<sup>122</sup> UN Women. (2020). *Gender Responsive Procurement Guidance Note / Principle 5*. Available at: <https://www.weeps.org/resource/gender-responsive-procurement>

<sup>123</sup> S. H. Rimmer, A. T. Wiel, L. McSorley, J. Bisceglie, C. L. Johnson, V. Littlejohn, V. Erogbogbo. (2017). *Gender-smart Procurement: Policies for Driving Change*. Chatham House, The Royal Institute of International Affairs. Available at: <https://www.chathamhouse.org/sites/default/files/publications/research/Gender-smart%20Procurement%20-%20>

## ■ WEP 6. Community Initiatives and Advocacy

10. ASEAN member states have multiple private sector initiatives that have been launched in the last three years to promote gender equality in the private sector. With the support of Investing in Women, an Australian government initiative that catalyses inclusive economic growth through women's economic empowerment in Southeast Asia, business coalitions for gender equality have been created in Indonesia, Myanmar, Vietnam, and the Philippines in partnership with corporations, business leaders, impact investors, entrepreneurs and advocates like UN Women. However, many of these initiatives are neither driven nor actively supported by the public sector or workers' organizations. **There is an opportunity to develop public-private partnerships to promote gender equality in the private sector across ASEAN.** Thailand and the Philippines are notable exceptions, with the former having a tripartite (workers, employers and government stakeholders) Decent Work Programme to promote gender equality, non-discrimination, and diversity and inclusion policies in enterprises, industries and supply/value chains. Specifically, the Thailand Decent Work Programme seeks to develop at least one specific gender-responsive action plan focused on providing women with STEM skills.<sup>124</sup>

## ■ WEP 7. Measure and publicly report on progress to achieve gender equality

11. Governments and regulators in ASEAN member states have an opportunity to enhance transparency and accountability towards gender equality in companies. In this regard, **Malaysia, the Philippines, and Singapore have mandates or guidance regarding gender equality reporting for publicly listed companies.** Malaysia has a public sector mandate that requires companies to report on the percentage of women on boards, while the Philippines and Singapore have gender-related mandates for corporate social responsibility reporting. It is important to note that other emerging and also developed market regions similarly lack mandates for holistic gender reporting in the private sector. **The ASEAN region has an opportunity to lead globally in this regard.** Malaysia and Singapore, in particular, are emerging market leaders and pioneers with regard to setting quotas or targets for women on board which is a starting point towards more comprehensive gender-responsive business conduct measures.



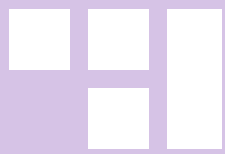
**3 out of 10 ASEAN member States have mandates or guidance on gender reporting for publicly listed companies**

The following sections will dive deeper into WEP 7 and the current landscape of gender reporting in the private sector and recommended strategies for key stakeholders to improve measurement and reporting for advancing gender equality in ASEAN member states.

<sup>124</sup> ILO (2019). Thailand Decent Work Programme 2019-2021. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms\\_713808.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_713808.pdf)



Photo: © Anna Tarazevich



## PART II: LANDSCAPE OF THE PRIVATE SECTOR AND ITS CURRENT STATUS OF GENDER REPORTING



## PART II: Landscape of the Private Sector and its current Status of Gender Reporting

There are only a few mandatory reporting schemes in place in ASEAN, yet transparency and accountability of the private sector is a joint responsibility among regulators, governments, and the private sector. In this next section, we describe a collaborative approach that embraces bottom-up learning from businesses and top-down lessons on the formalization of reporting.



### 2.1 What Are Stock Exchanges and Stock Exchange Commissions (SECs) doing to Promote Gender Equality?

Stock exchanges play a prominent role in Southeast Asia both because of their size and mandate. In 2017, seven exchanges from six countries in the region (Indonesia, Malaysia, Philippines, Singapore, Thailand, and Vietnam) had more than 3,792 listed companies with USD 2.7 trillion in market capitalization.<sup>125</sup> Stock exchanges are the frontline implementors of SEC regulations for publicly listed companies, and have the capability to launch both internal and external policies and actions; the latter is directed at publicly listed companies to promote gender diversity in their workplaces and value chains. There is an opportunity to develop a unified vision, while leveraging learnings from each other on how to achieve this vision.



### Key Findings from a Review of ASEAN Stock Exchanges and Securities and Exchange Commissions

**Stock exchanges in the region are taking action to promote gender equality.** A total of five out of nine stock exchanges in ASEAN have some type of initiative to promote gender equality.<sup>126</sup> However, in countries where stock exchanges have only been established in the last decade (e.g., Cambodia, Lao PDR, and Myanmar),<sup>127</sup> reporting requirements and guidance are limited to financial statements and business operations only, with no specific guidance for sustainability or gender issues. In some cases, the stock exchanges are starting to take action even if they have not finalized their initiatives or guidelines. For example, the Ho Chi Minh City Stock Exchange (HOSE) has started to collect sex-disaggregated data on women CEOs in listed companies and currently is composing annual report guidelines with gender-related indicators for listed companies.<sup>128</sup>

<sup>125</sup> ASEAN Stock Markets (n.d.). Accessed at <https://info.ceicdata.com/our-insights-articles-asean-stock-markets>

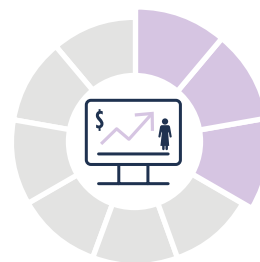
<sup>126</sup> See Annex 4: Notes on Stock Exchanges, Financial Authorities and Securities and Exchange Commission Gender Equality Policies, Reporting Guidance and Initiatives

<sup>127</sup> Yangon Stock Exchange, Cambodia Securities Exchange and Lao Securities Exchange (LSX) were established in the last 10 years. In comparison, the other stock exchanges in ASEAN countries have been operating for more than 20 years.

<sup>128</sup> This assertion is based on interview with a HOSE representative.



**Some stock exchanges have taken steps to include gender initiatives as part of reporting for listed companies.** While the majority of stock exchanges in ASEAN have not developed or are in the preliminary phase of developing gender initiatives, one third of stock exchanges have established internal gender policies and recently launched some outward-driven gender programs or policies targeting listed companies. The stock exchanges that do have gender initiatives are often emphasising basic reporting. While this is a positive first step, it is only the beginning of the process. Stock exchanges should take further action to provide a more comprehensive set of guidelines for gender reporting.



**One-third of stock exchanges in ASEAN have established internal gender policies**

**Sustainability reporting is the entry point to disclosing gender-related indicators for listed companies.** 56 stock exchanges globally and seven stock exchanges in the ASEAN region<sup>129</sup> provide guidance on ESG reporting and, in many cases, these are based on the International Financial Corporation's (IFC) ESG Standards.<sup>130</sup> However, until relatively recently these standards did not have a strong focus on gender issues and, commensurately, reporting on gender issues has not seen the same improvements as environmental and other social risks.<sup>131</sup> Fortunately, stock exchanges and SEC in ASEAN are making some progress on gender-related reporting. In Indonesia, Malaysia, Philippines, and Singapore, listed companies are to produce an annual sustainability report and include gender-related or women empowerment indicators in this. Though limited, these indicators are part of the report's social aspect. Since 2017, in Indonesia, specifically, banks and listed companies are required to publish sustainability reports based on the technical guidelines provided by the Indonesia Financial Services Authority,<sup>132</sup> and this guideline incorporates SDG 5 (gender equality).

## IN FOCUS

# GLOBAL REPORTING FRAMEWORKS BY THE SINGAPORE EXCHANGE (SGX)



In 2017, the Singapore Exchange (SGX) provided listed companies with resources on global reporting frameworks, including the UN Guiding Principles Reporting Framework, to encourage the companies to include reporting on gender-related indicators within their yearly sustainability report requirement.<sup>133</sup> Note, however, that SGX, like the other stock exchanges in the region, does not have a specific

gender-related regulation nor targets for listed companies.

Mandating gender reporting criteria for listed companies in ASEAN would move the needle on private sector transparency and accountability for contributing to increased women's equal economic participation in the region.

<sup>129</sup> Sustainable Stock Exchanges Initiative (2021). ESG Disclosure Guidance Database. Accessed on March 17, 2021. Available at: <https://sseinitiative.org/esg-guidance-database/>

<sup>130</sup> The IFC has supported the development of 145 codes, laws and regulations worldwide, integrating ESG. IFC (2021). *Enhancing ESG Disclosure and Transparency Standards in Emerging Markets*. Available at: [https://www.ifc.org/wps/wcm/connect/b4c4a14a-7686-4457-8eaf-ec652910eeb3/Disclosure\\_and\\_Transparency\\_Fact\\_Sheet.pdf?MOD=AJPERES&CVID=mH7GnwG](https://www.ifc.org/wps/wcm/connect/b4c4a14a-7686-4457-8eaf-ec652910eeb3/Disclosure_and_Transparency_Fact_Sheet.pdf?MOD=AJPERES&CVID=mH7GnwG)














































<sup>131</sup> Recent efforts have been made by the IFC to improve ESG and gender reporting include the 2018 the Disclosure and Transparency (D&T) Toolkit which includes multiple gender-related indicators and guidance on reporting.

<sup>132</sup> OJK. (2017). *Technical Guidelines for Banks on the Implementation of OJK Regulation POJK Number 51/POJK.03/*. Available at: [https://www.ifc.org/wps/wcm/connect/13d863ef-b8cf-4584-8602-14a63f9b9ede/Technical+Guideline+on+the+Implementation+of+POJK+51+2017+on+SF\\_English.pdf?MOD=AJPERES&CVID=mGmKSQ-](https://www.ifc.org/wps/wcm/connect/13d863ef-b8cf-4584-8602-14a63f9b9ede/Technical+Guideline+on+the+Implementation+of+POJK+51+2017+on+SF_English.pdf?MOD=AJPERES&CVID=mGmKSQ-)

<sup>133</sup> SGX. (2016). Sustainability Reporting. Available at: <https://www.sgx.com/regulation/sustainability-reporting>

Figures 9 and 10 show the summary of current gender-related policies reported by stock exchanges and SECs across ASEAN. Each of the stock exchanges and SECs were assessed for policies that promoted respective actions within the organisation or publicly listed companies.

**Figure 9. ASEAN Stock Exchanges' and Securities Exchanges' Gender Equality Policies, Reporting Guidance and Initiatives<sup>134</sup>**

	WEP Signatory (2020)	Ring the Bell Participation (2019)	Women on Boards Target / Programme	Initiatives Promoting Gender Equality Within SE	Guidance on Gender in Reporting
Indonesia Stock Exchange (IDX)					
Bursa Malaysia					
Myanmar: Yangon Stock Exchange (YSX)					
Philippine Stock Exchange (PSE)					
Singapore Exchange (SGX)					
Stock Exchange of Thailand (SET)					
Vietnam: Ho Chi Minh City Stock Exchange (HOSE)					
Lao Securities Exchange (LSX)					
Cambodia Securities Exchange (CSX)					



**DARK GREEN** = Stock exchange is taking action, participating or has specific mandates for publicly listed companies pertaining to this indicator.
























**LIGHT GREEN** = Stock exchange does not have specific mandates or reporting guidelines but is taking action through programme support for publicly listed companies pertaining to this area.



**GREY** = Potential area for further action to advance gender-equality

<sup>134</sup> Brunei Darussalam does not have an SEC or stock exchange. For further explanations on actions taken by the stock exchanges, see Annex 3: Notes on Stock Exchanges, Financial Authorities and Securities and Exchange Commission Gender Equality Policies, Reporting Guidance and Initiatives

Figure 10. Financial Authorities & SECs Gender Equality Initiatives & Reporting Guidance

Financial Authority or SEC	Guidance Regarding Gender Reporting	Target for Women on Boards	Other Gender-related Targets
Financial Service Authority Indonesia			
Securities Commission Malaysia			
Security and Exchange Commission of Myanmar			
Security and Exchange Commission Philippines			
Securities and Exchange Commission Thailand			
State Securities Commission of Viet Nam			
Lao Securities Commission			



SEC is taking action in this area / has specific mandates for publicly listed companies pertaining to this area.



SEC does not have specific mandates but provides reporting guidance for publicly listed companies pertaining to this area.



SEC is not taking any actions pertaining to this area.

**Most countries in ASEAN are not mandating reporting regarding gender equality for publicly listed companies.** Malaysia is the only country taking action on all areas analysed in the stock exchange and through its SEC/financial authority. For further explanations on specific indicators that were used for this analysis and actions taken by the stock exchanges, SECs and financial authorities see Annex 4: Notes on Stock Exchanges, Financial Authorities and Securities and Exchange Commission Gender Equality Policies, Reporting Guidance and Initiatives.



## What Do Stock Exchanges in the Region Say About Their Gender Equality Practices?

Key informant interviews with staff from three stock exchanges in the region led to the following insights:

**Stock exchanges are cautiously taking action on gender equality, mainly focused on providing guidance** and supporting gender-related private sector initiatives, rather than developing reporting mandates, targets or quotas. Key informants noted that the notable exception in this regard is Bursa Malaysia, which has reporting guidelines and multiple activities to support the implementation of the government's 30% quota for women on boards.



Leveraging our unique position as a frontline regulator in influencing the practices of our listed issuers, Bursa Malaysia has been a champion of gender diversity and inclusiveness for a number of years. Our key initiatives include being a steering committee member for 30% Club Malaysia to organising a host of advocacy programmes that revolve around gender such as the 'Empowering Women Series' and 'Diversity Xperience' interactive exchange theatre. We also continuously emphasise the importance of gender diversity and equality through the Corporate Governance Guide and Sustainability Reporting Guide to further aid our listed issuers' understanding and appreciation on the matter.

While we continue with efforts to reduce gender equality gaps in the workplace, it is important to acknowledge the existence of the gender investing gap in our equity market as well. To that end, our annual Equality for Equity campaign forms part of our strategic focus to drive greater participation of women investors into our marketplace

**- DINAGARAN CHANDRA SAIKHARAN, BURSA MALAYSIA**

**Stock exchanges have developed multiple gender-related CSR initiatives and are looking at the business case of gender equality to secure buy-in from listed companies to promote action and reporting on gender equality.** For instance, one of the stock exchanges was driven to increase the number of women on boards in listed companies in part because of its research which confirmed that there is a link between the presence of women on boards and better performance. Similarly, this same stock exchange sees that making the business cases of gender equality by focusing on financial benefits rather than social or CSR outcomes, is more effective in convincing stakeholders to advance gender equality in the stock exchange than quotas or targets alone.



Internal buy-in for gender equality is very important, it needs to be a natural evolutionary drive, where the business case is included rather than setting quotas. Because in the Philippines the perception of the management is that "oh we have so many women already" --doesn't take into account the fact that senior levels are dominated by men. Even some women also support that statement. There are lots of patriarchy who run businesses here, therefore, a lot of people need to be convinced. Internal strategy is important to not get too many roadblocks.

**- BRIGETTE BANTAYAN, PHILIPPINES STOCK EXCHANGE**

**Stock exchanges have been implementing initiatives to support gender equality though they have no written policy or published report in that regard.** For example, one of the stock exchanges has been internally implementing an equal pay and non-bias recruitment process at the institution despite the absence of written policy or reporting on it. In another case, the exchange encouraged but did not mandate listed companies to report on gender-related activities in their annual reports. However, both (SEC and Stock Exchanges) institutions agreed that it is important to have written policies to formalize the initiatives and be able to track results over time.

**Broader government regulation on women's empowerment is the starting point for stock exchanges to advance gender equality initiatives.** For example, the new law extending maternity leave in the Philippines and gender-related policies and laws in Vietnam were highlighted by key informants as entry points for stock exchanges to spark further discussion on gender equality with listed companies.

**The IFC ESG Standards and reporting guidelines were identified as key sources of support with regard to sustainability reporting in general.** However, gender is not a major focus in these standards which include gender equality only as a cross-cutting theme along with ethnic, social and indigenous origin, religion or belief, disability, age or sexual orientation. Hence, until recently, stock exchanges that are adhering to or seeking guidance from IFC-related guiding documents will not receive specific guidance on gender-related reporting. Nevertheless, it is important to note that the IFC is a global private sector and gender equality thought leader that develops multiple case studies and global reports pertaining to gender lens investing, women's entrepreneurship, gender-based violence, women's financial inclusion and a host of other gender-related topics. In this regard, in 2018 the IFC released the Disclosure and Transparency (D&T) Toolkit which includes multiple gender-related indicators and guidance on reporting.

## IN FOCUS

# BURSA MALAYSIA, MALAYSIA, STOCK EXCHANGE



Bursa Malaysia is aware that its position as both a frontline regulator and a publicly listed company can be leveraged to promote gender equality in the exchange and throughout Malaysia. In its **Sustainability Reporting Guide** (2<sup>nd</sup> Edition), the company listed gender as a metric that publicly listed companies should take into account. The company consistently promotes and focuses on increasing the number of women serving on boards of the top 100 publicly listed companies.<sup>135</sup> To further promote gender diversity among publicly listed companies, Bursa Malaysia **conducts various advocacy programmes** such as the Diversity Xperience programme for directors

of publicly listed companies and in March 2020 launched the Equality for Equity campaign to promote the importance of providing equal access to investment opportunities and reducing the gender investing gap in Malaysia.<sup>136</sup> The company is also a steering committee member for the **30% Club Malaysia**, a business group that campaigns for more female directors on company boards.<sup>137</sup> Finally, Bursa Malaysia launched an **online education platform** with toolkits, articles and programmes **to provide more opportunities for women in wealth creation.**<sup>138</sup>

<sup>135</sup> Bursa Malaysia. (2020). *Sustainability Report 2019 Creating Opportunities, Growing Value*. Available at [https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/\\_FINAL\\_\\_Bursa\\_SR19\\_Mid\\_Res\\_03012020.pdf](https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/_FINAL__Bursa_SR19_Mid_Res_03012020.pdf)

<sup>136</sup> Bursa Malaysia Launches "Equality for Equity" Campaign to Reduce the Gender Investing Gap in the Equity Market. Available at [https://www.bursamalaysia.com/about\\_bursa/media\\_centre/bursa-malaysia-launches-equality-for-equity-campaign-to-reduce-the-gender-investing-gap-in-the-equity-market](https://www.bursamalaysia.com/about_bursa/media_centre/bursa-malaysia-launches-equality-for-equity-campaign-to-reduce-the-gender-investing-gap-in-the-equity-market)

<sup>137</sup> Based on a written interview response sent by a representative of Bursa Malaysia on June 29, 2020.

<sup>138</sup> Bursa Market Place. (n.d). *Equality for Equity*. Available at <http://www.bursamarketplace.com/equality-for-equity/>



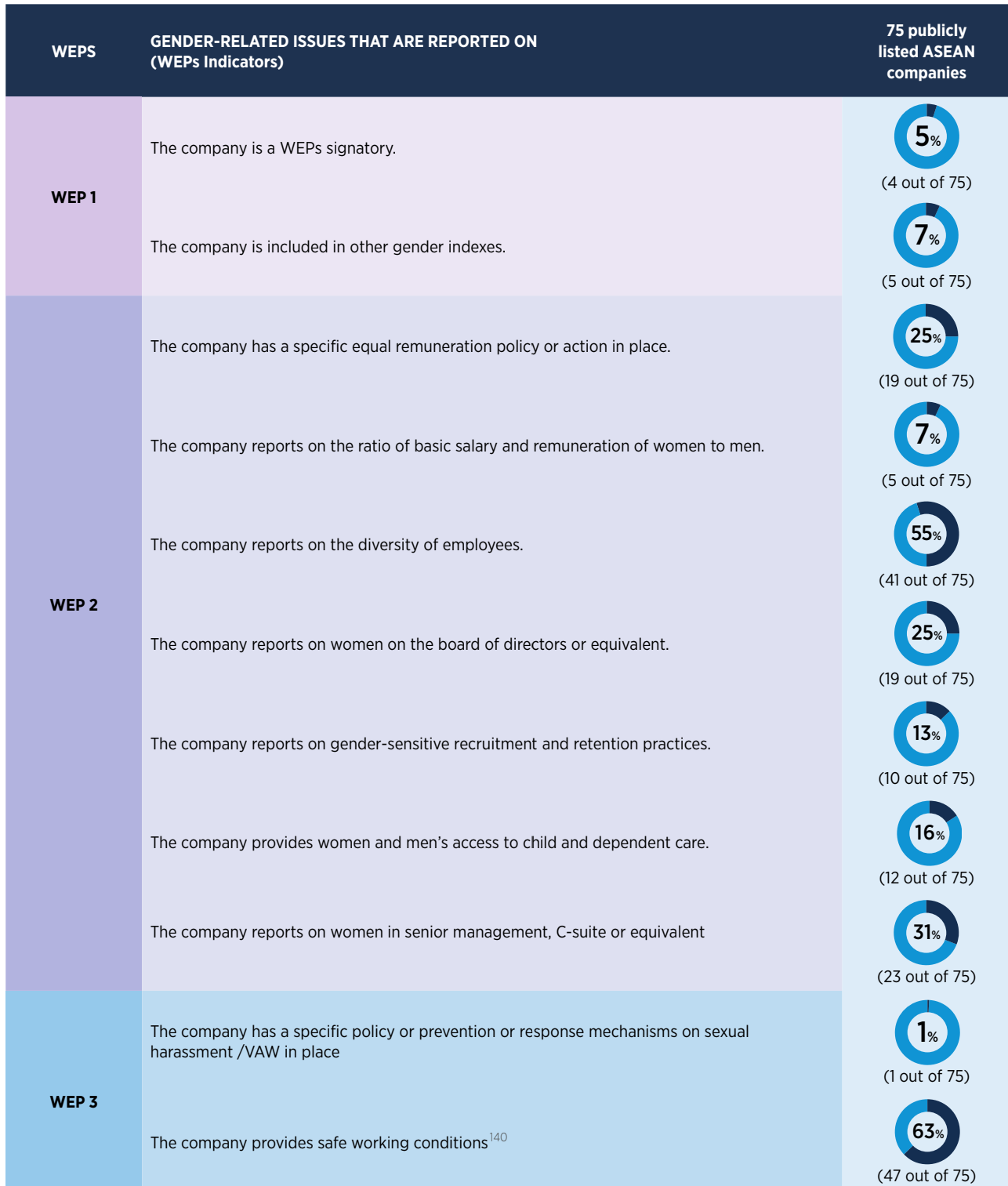


## 2.2 WEPs & Gender Equality Reporting Practices in ASEAN Companies


A mapping of all gender-related data reported by 75 publicly held companies in nine<sup>139</sup> ASEAN member states was conducted as an input for this report. The top 75 companies were selected based on a hybrid methodology combining the Forbes Asia's Best Over a Billion companies list and a list of the largest companies listed on SECs/stock exchanges when a country did not have companies represented on the list (Please see Annex 1d for details on the selection methodology). A total of 75 companies were selected to create a sample and have representation across ASEAN member states, this selection being necessary because not all countries have a high number of publicly listed companies. The assessment was based on publicly available information (namely annual and sustainability reports for all companies where available as well as company websites), and, in selected cases, interviews with company representatives and stock exchange informants. The assessment focused on identifying good reporting practices that can be replicated widely across sectors and countries. It is important to remember that the WEPs are an UN-recognized framework with the intent to committing more companies to use these principles in order to create more transparency and accountability.

<sup>139</sup> Brunei Darussalam is excluded from this review due to data unavailability. See further explanation on Annex 1d: Methodology for Top 75 Companies in ASEAN Review.

**Figure 11: Summary of Reporting on WEPs-Related Indicators and Strategies for 75 publicly listed ASEAN companies**



<sup>140</sup> Safe working conditions are defined as the protection from exposure to hazardous materials and the addressing of safety and security issue. Indicator was included under the assumption that women can be disproportionately impacted by safe working conditions and guidelines. Companies analysed did not report specifically on safe working conditions specifically for women.

WEPS	GENDER-RELATED ISSUES THAT ARE REPORTED ON (WEPs Indicators)	75 publicly listed ASEAN companies
WEP 4	The company conducts employee gender-responsive and/or unconscious bias trainings.	 0% (0 out of 75)
	The company has specific professional development programme(s) for women in place.	 7% (5 out of 75)
	The company conducts sexual harassment training.	 0% (0 out of 75)
WEP 5	The company has a professional development programme tailored for women	 7% (5 out of 75)
	The company has a policy of supplier diversity programmes that actively seeks to expand business relationships with women-owned enterprises (e.g., gender-responsive procurement).	 3% (2 out of 75)
WEP 6	The company has initiatives/philanthropy for community stakeholders to eliminate discrimination and exploitation and/or open opportunities for women and girls.	 20% (15 out of 75)
WEP 7	The company reports using a gender audit or tool (e.g., WEPs Gap Analysis Tool) to establish an action plan/policy/programme.	 1% (1 out of 75)
	The company publishes lessons learned and good practices from the implementation of the gender inclusivity.	 7% (5 out of 75)



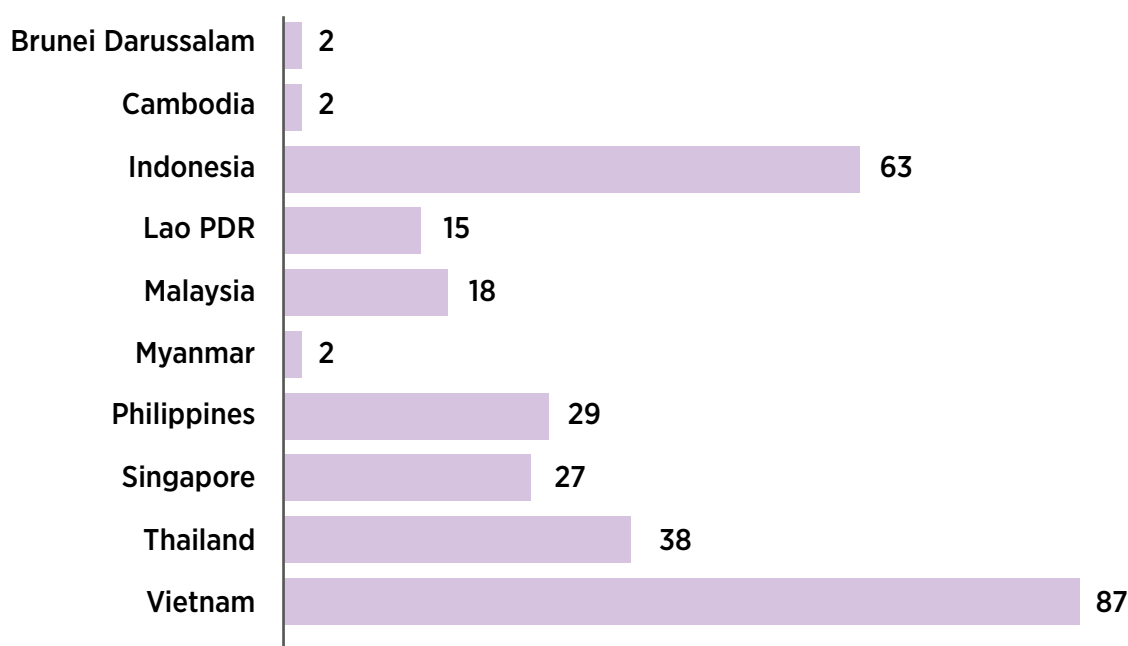
## Key Findings: WEPs & Gender Equality Reporting Practices in ASEAN Companies

**Reporting to stakeholders in a transparent and public manner is fundamental for companies committed to gender equality.** Today, mainstream investors consider environmental, social and corporate governance (ESG) information in their strategies and this non-financial information is informing the decisions of consumers as well. However, reporting on gender issues globally and in the ASEAN region remains limited. Embracing the '*What gets measured gets done*' approach, having companies report on gender equality issues is critical to increase accountability for, and normative change towards, gender equality in the private sector. It is equally important to create benchmarks for, and identify good practices of, gender-responsive business conduct. In this section, findings point to varied gender equality reporting practices in the analysed ASEAN top 75 companies and good practice examples in WEPs-related reporting among companies in ASEAN member states.

### ■ WEP 1. High-Level Corporate Leadership

**The increasing number of publicly listed companies in ASEAN becoming WEP signatories provides opportunity for increased private sector engagement to promote gender equality.** At the time the research was conducted, four of the 75 companies analysed had signed the WEPs— from Indonesia (one company), Lao PDR (one company) and Singapore (two companies). While that number is very low compared to the total 283 WEPs signatories in ASEAN member states, with Vietnam as the major contributor (87 WEPs signatories)<sup>141</sup>, things are changing. Prior to the launch of WEA in March 2019 there were only 98 signatories across ASEAN member states; since the launch, this number has steadily increased to 283 as of February 2021, showing the impact of increased awareness on private sector commitment to the WEPs.

Figure 12: WEPs Signatory Companies per Country as of February 2021



<sup>141</sup> Based on WEPs database. Accessed on 10 December 2020. Available at: <https://www.weps.org/companies>

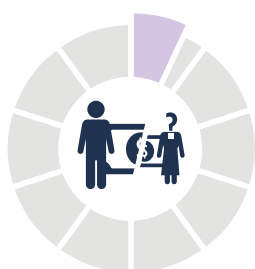
It is noteworthy that five of the 75 companies do report on gender-related indicators and have recently been listed on the Bloomberg Gender-Equality Index, which incorporates elements of the WEPs. However, these same companies are not WEP signatories.<sup>142</sup> As an example, the Philippines-based retail and properties company group SM Investment is listed on the Bloomberg Gender-Equality Index's 2020 and reports on the following indicators: the presence of a board diversity policy (WEP 2); the breakdown by gender of the workforce and broken down by senior, middle and rank-and-file (WEP 2); average training hours by gender and promotions by gender (WEP 4) commitment to pay equal remuneration (WEP 2); and projects supporting women's breast cancer awareness (WEP 6).

## ■ WEP 2. Treat All Women and Men Fairly at Work without Discrimination

**More than half of the companies (55%) are disclosing the number or percentage of employees based on sex and, in most ASEAN member states, companies have also started reporting this information about their board.** Six of the nine ASEAN member states have at least one publicly listed company reporting the number or percentage of women on the board of directors or equivalent. TMH Telecom Public Co., Ltd. from Myanmar, for example, is a pioneer in the country as it is the only public company that discloses both the number or percentage of women on its board of directors and of women in senior management, C-suite or equivalent.



**6 out of 9 ASEAN member States have at least one publicly listed company reporting the number or percentage of women on the board of directors or equivalent**



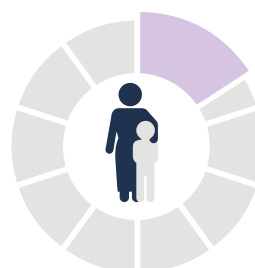
**Only 7% of companies surveyed report publicly on the actual pay gap in their company**

**Companies in the region can make their gender pay equity reporting more substantive to demonstrate action on advancing gender equality.** While 25% of companies report not having any gender pay disparities, they mainly do so by means of general statements about the company's commitment to not discriminate in pay or benefits based on gender. Very few companies point to specific actions that redress gender pay disparities and **only 7% report publicly on the actual pay gap in their company.** More evidence or substantive action can be made to promote gender pay equity beyond corporate commitment or guiding principles.

**Only 13% of companies reported on gender-sensitive recruitment and retention practices.** These companies were located in Malaysia, Singapore and Thailand. Additionally, few companies report on their support for child or dependent care. Only **16% of companies report having policies or facilities available to support employees in caring for children or other dependents.**



**13% of companies reported on gender-sensitive recruitment and retention practices**



**16% of companies report having policies or facilities available to support employees in caring for children**

<sup>142</sup> Bloomberg. (2020). Bloomberg's 2020 Gender-Equality Index Expands to Include 325 Public Companies Globally. Available at <https://www.bloomberg.com/company/press/bloombergs-2020-gender-equality-index-expands-to-include-325-public-companies-globally/>



## GOOD PRACTICES IN WEP 2-RELATED REPORTING



### BTS GROUP HOLDINGS PUBLIC, THAILAND, TRANSPORT COMPANY

As a transport company that operates Bangkok's sky train and bus rapid transit system, BTS's primary commitment is to ensure the comfort and safety of its passengers. The company has put general safety measures in place, such as 24-hour trained security personnel at stations. After identifying the specific needs of its women passengers, BTS now **conducts gender-sensitive recruitment through the hiring of more women security personnel** who can aid women

passengers in case of illness or emergency situations. BTS also **reports its commitment and policy on fair and balanced remuneration for women and men employees**. Annual salary raises and bonus payments are considered equally between men and women employees and based on employee proficiencies. Nursing rooms, childcare and parental and maternal leave have also been introduced **to support employees' equal access to child and dependent care**.<sup>143</sup>

### BANK CENTRAL ASIA, INDONESIA, FINANCIAL SERVICES COMPANY

In its 2018 Sustainability Report, Bank Central Asia (BCA) **disclosed the percentage of diversity in both its governance bodies and workforce**.

Applying GRI 405-1, BCA reported that 32% of its executive positions (including the board of commissioners and directors), 53% of managers, and 65% of its staff employees are women.

### CITY DEVELOPMENT, SINGAPORE, CONSTRUCTION COMPANY

In 2017, **City Development Limited (CDL) became a WEPs signatory**. The construction company's work to promote gender diversity in the workplace is evidenced by its annual reporting of **the number or percentage of women on its board of directors and in senior management, C-suite or equivalent**. In its 2019 Sustainability Report, CDL reported that 29% of its board members are women and so are 50% of corporate office department heads.

Additionally, CDL's CEO joins Singapore's Council for Board Diversity to actively advocate for an increase in the number of women directors on the boards of companies listed on the Singapore Exchange. CDL's persistent efforts to advance and report gender equality has been acknowledged globally: **Bloomberg has listed the company in its Gender-Equality Index (GEI) for three consecutive years** (2018 to present).

### DBS BANK, SINGAPORE, FINANCIAL SERVICES COMPANY

DBS Bank Ltd. is a leading exemplar for WEP 2 as the company is acting and reporting on all its respective activities in this area. The bank **commits to equal remuneration, reports on the gender pay gap, applies gender-sensitive recruitment and has a board diversity policy** that stipulates the requirement of women representation on its board. With regards to sex-disaggregated data, **DBS Bank consistently collects and discloses detailed gender workforce data**, going beyond merely disclosing the number of women and men employees to elaborate

such gender metrics as: the total number of employees by contract type and gender; the total number and rates of new employee hires; voluntary attrition by age group, gender and geography; and the breakdown of employees by employee category according to gender and age. **The company also supports women and men's access to child and dependent care** by extending maternity and paternity leave to include child adoption. Employees also enjoy neonatal leave and young dependent insurance.<sup>144</sup>

<sup>143</sup> BTS Group Holdings Public Company Limited. (2020). Sustainability Report 2018/19. Accessed at <http://www.btsgroup.co.th/storage/download/sustainability/sr/bts-sd201819-en.pdf>

<sup>144</sup> DBS Group Holdings Ltd. (2020). *Sustainability Report 2019 Purpose-driven Bank*. Accessed at <https://www.dbs.com/iwov-resources/images/sustainability/reporting/pdf/DBS%20Sustainability%20Report%202019%2020200306.pdf?pid=sg-group-pweb-sustainability-pdf-dbs-sustainability-report-2019>

## GOOD PRACTICES IN WEP 2-RELATED REPORTING

### NESTLE, MALAYSIA, FAST MOVING CONSUMER GOODS COMPANY

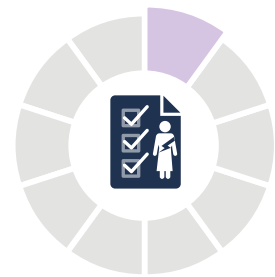
In 2019, Nestle Malaysia introduced a progressive care-giving policy by **providing up to six months leave to employees who become adoptive parents or primary caregivers to newborns.**<sup>145</sup>

This policy raises the bar because it's available to

both women and men employees while supporting parents and primary caregivers across their diverse journeys. In addition, Nestle Malaysia has previously implemented gender-inclusive policies by providing nursing rooms and flexible working arrangements to new mothers.

### WEP 3. Employees' Health, Well-Being and Safety

**Only one company communicated having a sexual harassment reporting mechanism.** Kuala Lumpur Kepong, a Malaysia-based plantation company, is the only company from the analysed companies that reported having a specific mechanism for investigating sexual harassment claims, namely a gender committee. The gender committees, established in the company's Indonesia and Malaysia offices, are made up of local employees and hold quarterly meetings to discuss gender-based issues, including sexual harassment, domestic violence, child abuse and new mothers' needs.<sup>146</sup> Other companies report having whistleblowing programs but make no specific reference to policies or mechanisms in place to address sexual harassment.



**Only one company communicated having a sexual harassment reporting mechanism**

### WEP 4. Education and Training for Career Advancement

**Very few companies (7%) report providing specific educational and professional development opportunities targeted at women.** Of the five companies that report providing such development opportunities, one company is from Malaysia and the remaining four companies are from Singapore. The Malaysian company is Hap Seng Consolidated and, in line with the 30% women on boards target set by Securities Commission Malaysia, the company is taking steps to broaden the sourcing and nomination process to have more women directors. One of their strategies is upskilling high-calibre senior women employees through educational and professional development and then pooling them into a pipeline of potential candidates for senior management and board positions.<sup>147</sup> An example of an organisation in Malaysia that works to increase women representation on the boards of corporate Malaysia is LeadWomen. The initiative offers four different programmes that are geared towards advocacy, training and development, sourcing and placement of board-ready women, all of which have proven to increase women representation.<sup>148</sup>

<sup>145</sup> Nestle. (2019). *Nestlé Malaysia Raises the Bar with 6-Month Child Adoption Leave*. Available at: <https://www.nestle.com.my/media/pressreleases/nestle-malaysia-raises-the-bar-with-6-month-child-adoption-leave>

<sup>146</sup> Kuala Lumpur Kepong Berhad (2020). Annual Report 2019. Accessed at <https://www.klk.com.my/annual-reports/>

<sup>147</sup> Hap Seng Consolidated Berhad. (2019). Annual Report 2018. Available at <https://www.hapseng.com.my/en/download/annualreports/consolidated/ar2018.pdf>

<sup>148</sup> LeadWomen. (2020). *About Us*. Available at <https://lead-women.com/about-us/>

## GOOD PRACTICES IN WEP 4-RELATED REPORTING



### OVERSEA-CHINESE BANKING CORPORATION (OCBC), SINGAPORE, FINANCIAL SERVICES COMPANY

OCBC is the oldest Singaporean bank and the second largest financial services group in Southeast Asia by assets.<sup>149</sup> The bank's commitment to gender equality is demonstrated in its implementation of a mentoring initiative for women. The nine-month MentorMe programme **provides aspiring mid-career women employees with senior leader support and mentoring as well as workshops to develop the skills needed to face adversity, enabling these women to learn and grow both on a personal and professional level.**<sup>150</sup>

OCBS also prioritizes **targeting what it calls “upstream issues,” which prevent women from thriving or being promoted at work.** OCBS opened childcare facilities in three locations in Singapore and allows flexible work arrangements. It also created employee resource groups to support parents facing difficult situations such as single mothers or parents of children with special needs. In addition, parents of children sitting primary school examinations are granted special leave of absence to provide support.<sup>151</sup>

### SCHNEIDER ELECTRIC OVERSEAS ASIA PTE LTD, BRUNEI DARUSSALAM, MECHANICAL AND ELECTRONICAL ENGINEERING COMPANY

The Schneider office in Brunei Darussalam is a WEPs signatory and model for WEP 4. The company places specific attention on women's professional development through **inclusion and hidden bias coaching sessions** to build inclusive teams and leaders. Through its human resource programmes, it also regularly monitors and mitigates hidden bias in areas like performance and salary review processes. The company also has a **Global Anti-harassment Policy**<sup>152</sup> that states Schneider's commitments to have **strict zero-tolerance towards any kind of harassment**

**or offensive behaviours.** It defines harassment, including sexual harassment, outlines the roles of employees, managers and witnesses in creating a workplace free of harassment and highlights the different reporting channels available to all, while maintaining confidentiality and protection against retaliation. Finally, the company has created the Schneider Women Leaders Program, **a professional development programme for mid-career women leaders.** The programme offers peer and one-on-one coaching to address development areas where women are typically challenged in their careers.<sup>153</sup>

<sup>149</sup> OCBC. (n.d.) *OCBC Overview*. Available at <https://www.ocbc.com/group/who-we-are/group-business.html>

<sup>150</sup> OCBC. (2018). *Unwavering Focus on Sustainable Value Creation: Annual Report 2018*. Available at <https://www.ocbc.com/group/investors/annual-reports.html>

<sup>151</sup> OCBC. (2019). *Investing in People: How OCBC Bank Unlocks Its Employees' Potential*. Available at <https://news.efinancialcareers.com/sg-en/masthead/sponsors/ocbc>

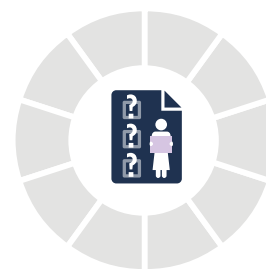
<sup>152</sup> Schneider Electric. (2018). *Global Anti-harassment Policy*. Available at <https://www.se.com/us/en/download/document/GAHP/>

<sup>153</sup> Schneider Electric. (2019). *Universal Registration Document 2019 Financial and Sustainable Development Report Digital innovation for A Sustainable World*. Available at <https://annualreport.se.com/>

## ■ WEP 5. Enterprise Development, Supply Chain and Marketing Practices

**No companies report having gender-responsive procurement practices for their suppliers and only a very small minority report having supplier diversity initiatives.**

There are only two companies from the reviewed top companies in ASEAN that have established policies and goals specifically to procure goods and services from women. The Bank of Ayudhya (Krungsri) of Thailand is one of them and has a policy to provide equal opportunities for underprivileged, minority groups, women, and disabled veteran small-enterprise vendors and suppliers to offer goods and services to the bank.<sup>154</sup> The remaining top 75 companies in ASEAN only have supplier codes of conduct focusing on the environment, labour practices and human rights indicators.



**No companies in ASEAN reviewed reported having any gender-responsive procurement practices for their suppliers**

IN FOCUS

## GOOD PRACTICES IN WEP 5-RELATED REPORTING

### BANK OF AYUDHYA, THAILAND, FINANCIAL SERVICES COMPANY

Over half of small- and medium-sized businesses owned by women in Thailand face difficulty accessing financial resources.



**Over half of small- and medium-sized businesses owned by women in Thailand face difficulty accessing financial resources**

In response, the Bank of Ayudhya decided to develop a financial approach to promoting gender-inclusive economic growth. In 2019, the Bank of Ayudhya **launched a “gender bond,” the first of its kind within ASEAN.** This bond serves to expand credit lines to women-led SMEs in Thailand, thereby helping them play their role in driving the Thai economy, increasing employment and promoting sustainable development. The bond was offered to large financial institutions and the IFC and German Investment Corporation agreed to subscribe to it for USD 220 million, supported by the Women Entrepreneurs Opportunity Facility (WEOF).<sup>155</sup>

### DANONE, INDONESIA, FOOD-PRODUCTS COMPANY

Danone Indonesia is a corporate gender champion in the ASEAN region, as Danone Global and all seven of its subsidiaries in Indonesia are signatories of the WEPs and actively promote gender equality within its workforce and value chain activities. To reach more diverse actors in the supply chain, Danone SN Indonesia established a policy to assess potential suppliers using Supplier Ethical Data Exchange (SEDEX), consisting of environmental and social assessment

guideline indicators. Further, Danone SN Indonesia has been working to support women entrepreneurs in the community. Through the Warung Anak Sehat project, Danone creates women’s entrepreneurship networks and supports them in opening healthy food kiosks for children in schools. The project has trained 27,861 children, 6,122 mothers, 313 teachers, and 350 entrepreneurs. As a result of the project, women microentrepreneurs saw a revenue increase of more than 50%.

<sup>154</sup> Bank of Ayudhya (Krungsri). (2020). *Sustainability Report 2019: Integrating ESG for Sustainable Banking*. Available at <https://www.krungsri.com/bank/en/InvestorRelations/annual-report/sustainability-reports.html>

<sup>155</sup> WEOF is a collaboration between the International Finance Corporation (IFC) and the Goldman Sachs 10,000 Women initiative.

## ■ WEP 6: Community Initiatives and Advocacy

**76% of analysed companies report commitments to supporting communities through philanthropy but only 25% report specific programs for women and girls in these initiatives.** A positive example is the Indonesia-based agri-food and fisheries company JAPFA that reports on both its general community initiatives and its women-focused initiatives. The company supported women's producer groups in Simalungun Regency by providing them with organic fertilizer production technology that uses the leftovers from tilapia fish farming production as raw material. After receiving training, the women produced 3,000 litres of liquid organic fertilizer and eight tons of solid organic fertilizer from 15 tons of the company's tilapia waste.<sup>156</sup>

IN FOCUS

## GOOD PRACTICES IN WEP 6- COMMUNITY ENGAGEMENT



### OLAM INTERNATIONAL, SINGAPORE, AGRICULTURE AND PLANTATION COMPANY

Olam is a leading food and agri-business company producing various commodities. The company harvests crops from its orchards and estates while also sourcing from five million farmers globally.<sup>157</sup> Recognizing farmers' importance in its supply chain, Olam reports having developed programmes to empower farmers in many of its operating locations. One example is a **climate-smart**

### training programme for women sugarcane farmers in India

who make up 60% of the sugarcane farming workforce. Partnering with the NGO Solidaridad, IFC, and major company brands, Olam provided training to 400 women from 150 villages to safeguard production given the increasingly unpredictable rainfall patterns. Olam believed the new knowledge could be useful in improving the women farmers' livelihoods.<sup>158</sup>

## ■ WEP 7: Measurement and Reporting

**Less than half of the reviewed ASEAN companies report on some form of WEPs-related policy or action.** The majority of the WEPs-related thematic areas that were reported were related to gender diversity in the workforce (55%), followed by reporting on women in senior management, C-suite or equivalent (31%), women on boards (25%) and the presence of an equal remuneration policy or action in place (25%). These figures demonstrate that most gender-related indicators reported on are related to outcomes that companies can easily track and focus less on actions or policies. Part of the reason the aforementioned areas may be more widely reported is because they have accompanying Global Reporting Initiative (GRI) reporting disclosures (the GRI Sustainability Reporting Standards help businesses, governments and other organisations understand and communicate the impact of business on critical sustainability issues). Hence, publicly listed companies adhere to the standards or use very similar indicators or reporting methodologies. It is of note that one of the most reported on issues was the only non-gendered topic included: safe working conditions (37%).<sup>159</sup>

<sup>156</sup> JAPFA. (2020). *Annual Report 2019: Heading Towards Sustainable Growth*. Accessed at <https://www.japfacomfeed.co.id/en/investors/annual-reports>

<sup>157</sup> *About Us*. Accessed at <https://www.olamgroup.com/about-olam.html>

<sup>158</sup> Olam. (2020). *Annual Report 2019: Re-Imagining Olam*. Accessed at <https://www.olamgroup.com/content/dam/olamgroup/homepage/homepage-pdfs/Olam-annual-report-fy18-3-in-1.pdf>

<sup>159</sup> Indicator was included under the assumption that women can be disproportionately impacted by safe working conditions and guidelines. Companies analyzed did not report specifically on safe working conditions specifically for women.





Photo: © ILO / Adri Berger

### **Few companies report on gender issues like sexual harassment and gender pay gaps.**

Few companies in the ASEAN region report on issues like pay equity, where only 7% of companies report on pay disparities, and sexual harassment, where only 1% of companies reported on having a policy or response mechanism and no companies reported on specific incident. These low figures are likely a result of the perceived sensitive nature of these issues with internal and external stakeholders.

**The least reported indicators are those related to WEPs 4 and 5.** Only a few companies report on WEP 4 on the “professional development programme(s) for women” indicator. Similarly, of the two issue areas on WEP 5, only two companies report having a gender-responsive procurement programmes and no companies report on whether the company requires business partners, contractors and suppliers to act on a gender-related code of conduct.

**IN FOCUS**

## **GOOD PRACTICES IN WEP 7-RELATED REPORTING**



### **BURSA MALAYSIA, MALAYSIA, STOCK EXCHANGE**

Bursa Malaysia is a WEPs signatory and one of two Malaysia-based companies listed on Bloomberg’s Gender-Equality Index. Bursa Malaysia has been tracking gender metrics internally since 2019 and, as of 2020, the company reported having achieved gender diversity in leadership, with 50% of board positions filled by women. The company uses the WEPs Gap Analysis Tool and Bloomberg’s Gender

Reporting Roadmap to identify opportunities to further enhance its action plans, policies, strategies and reporting process. It reports on various gender-related metrics in its Sustainability Report. In 2019, Bursa Malaysia reported on indicators related to board gender diversity, the percentage of employees promoted by gender, the gender pay ratio, and average training hours by gender.



## 2.3 Comparison of private sector indices

In addition to the analyses summarized above and in order to identify which indicators and issues ASEAN country policymakers should prioritize in their efforts to promote gender equality in private sector companies, a comparative assessment of key global gender indices and investment criteria was carried out. The indices analysed were developed by leading organisations in the gender lens investing field operating in ASEAN. The goal of this analysis was to **identify transformative and comparable indicators that can be reported with relative ease by ASEAN companies**. Figure 13 highlights each of these tools and Figure 14 identifies the WEPs-related indicators included in each tool. The rest of the section provides an analysis of the indicators in each index to identify commonalities and inform recommendations for which indicators should be used in reporting guidance.

**Figure 13. Private Sector Gender Indices and Data and Reporting Initiatives (February 2021)**

Index	Description	Global Users <sup>160</sup>
<b>WEPs Gender Gap Analysis Tool</b>	The Women's Empowerment Principles Gender Gap Analysis Tool (WEPs Tool) is a business-driven tool designed to help companies from around the world assess gender equality performance across the workplace, marketplace and community. <sup>161</sup>	2,076 companies
<b>Bloomberg Gender-Equality Index (GEI)</b>	The Bloomberg Gender-Equality Index (GEI) tracks the financial performance of public companies committed to supporting gender equality. The GEI is an international standardized reporting and disclosure method for workplace gender data that provides a blueprint for measuring how companies promote gender equality across five dimensions: the women's leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brands. <sup>162</sup>	230 companies
<b>Equileap Scorecard</b>	The Equileap Gender ScorecardTM, inspired by the WEP, ranks companies on a set of 19 gender criteria. A score and weighting are then allocated to each criterion to reflect that some issues may be more important for furthering gender equality than others. The scorecard has been used to design six financial indices and exchange-traded funds (ETF). <sup>163</sup>	3,500 companies
<b>Global Reporting Initiative</b>	The Global Reporting Initiative (GRI) Sustainability Reporting Standards help businesses, governments and other organisations understand and communicate the impact of business on critical sustainability issues. 92% of the world's largest 250 corporations report on their sustainability performance and 74% of these use GRI's Standards to do so. There are 23,000 GRI Reports recorded in the GRI database.	23,000 GRI Reports
<b>2x Challenge - Investment Criteria</b>	The G7 Development Finance Institutions (DFIs) launched the 2X Challenge: Financing for Women in 2018 for the G7 and other DFIs to join together in order to collectively mobilize USD 3 billion in commitments that provide women in developing country markets with improved access to leadership opportunities, quality employment, finance, enterprise support, and products and services that enhance economic participation and access.	NA








<sup>160</sup> Company figures obtained using the last publicly available data from each initiative. ASEAN-specific data was not available. Institutions participating in the 2x Challenge have mobilized USD 2.47 billion towards investments and companies that meet the criteria, but a specific number of companies is unavailable. 2x Challenge is excluded from analyses below since there is no publicly available information on the data that is being reported by 2x Challenge-aligned investors and companies.

<sup>161</sup> United Nations Global Compact. (2020). Women's Empowerment and Business: 2020 Trends and Opportunities.

<sup>162</sup> Bloomberg. (2020). *Gender Equality Index*.

<sup>163</sup> Equileap. (2019). Equileap Gender Scorecard 2019. Available at: <https://equileap.org/scorecard/>

Figure 14. WEPs Covered by Each Private Sector Gender Index

Index	1. Commitment	2. Workforce	3. VAW/Sexual Harassment/ Health	4. Training Pipeline	5. Value Chain/ Marketing	6. Market/ Community	7. Reporting / Data
WEP Gender Gap Analysis Tool							
Bloomberg GEI							
Equileap							
GRI							
2x Challenge							

 = Index/Tool collects one or more indicators pertaining to this WEP.

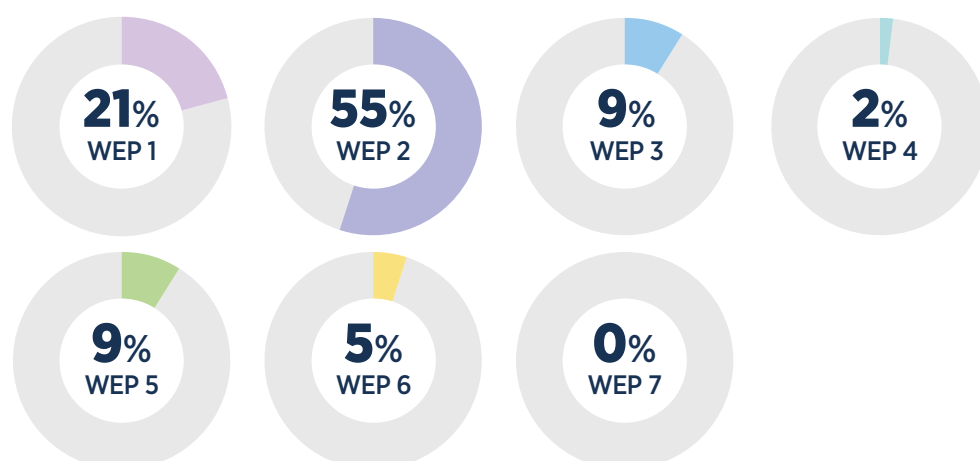
 = Index/Tool collects no indicators pertaining to this WEP.

As is observable in the tables above, all the **gender indexes analysed focus on tracking indicators related to the WEPs 2, 3, 4, and 5**. All the indexes except the 2x Challenge have indicators pertaining to the company's commitment to promoting gender equality and women's empowerment (WEP 1).

**The majority of indicators in the gender indices focus on collecting data pertaining to WEP 2.** It is of note that the main focus of the indexes, as measured by the number of questions and indicators (See Annex 5), is on women in the workforce and leadership (WEP 2), including women's professional development and health and safety (WEP 3). However, all the indices have indicators pertaining to women in the value chain and/or women entrepreneurs, even if few companies have initiatives on these issues. A **slight majority (53%) of all indicators included in the indices focus on outcomes** compared to 47% of the indicators that pertain to specific policies or actions. **If all the outcome, policy and action indicators in each of these gender indices were added up the percentage breakdown would be as follows:**<sup>164</sup>

<sup>164</sup> Excludes 2x Challenge indicators.

**Figure 15: Percentage of Private Sector Gender Indices requiring reporting in the respective WEPs Area**



Hence, when considering mandating gender reporting, **governments and regulators should consider starting out with indicators related to WEPs 1 and 2** where there is a practitioner consensus from global thought leaders that are developing gender indices, and more familiarity with reporting in companies. Yet for long-term systemic change, it will be important to prioritize actions linked to WEP 5, as more gender-responsive procurement practices will allow more women to lead successful companies in ASEAN. **For a visualization table of the depth of indicators mapped to the WEPs, please see Annex 5.**

## **Data Reported by Companies in Specific Gender Indices**

When looking at the data being reported in the gender indices, there is significant heterogeneity in the quality and depth of reporting from the organisations implementing them. Public reports from the organisations that publish the gender indices do not always present how many companies report on a specific indicator or only provide a partial snapshot of their results. For example, the Equileap 2019 Global report specifies the percentage of women on boards by country but does not provide a figure for the percentage of companies that report on this indicator. Similarly, the WEPs Tool 2020 report provides an assessment of policies and actions taken by companies but does not report on how many companies report on outcome indicators. While the data is anonymous, it helps to understand the types of policies that companies are implementing to inform decision-making to define indicators. Hence, the analysis below focused on assessing the available information from the gender indices and identified some comparable indicator areas.

**While the indices cover each of the WEPs, companies are not taking action on all the WEPs areas equally.** The majority of indicators are related to WEP 2 (please see Annex 5). Further, Figure 15 presents a sample of publicly available data from the WEPs Gender Gap Analysis Tool, Bloomberg GEI, Equileap and the ASEAN top 75 companies. For each index, we selected an action or indicator per WEP that is relatively comparable across indices and we note the percentage of companies that achieve the indicator (e.g., companies that report having a sexual harassment policy). In the case of the ASEAN top 75, it is important to note that while companies may not be reporting publicly regarding the respective indicator, it does not necessarily mean they are not taking action. For example, a company may not report publicly they have a sexual harassment policy but that does not mean they do not have one. Additionally, although the majority of companies in ASEAN are SMEs, only publicly held companies are subject to public reporting requirements which is why each index in the analysis is focused on public companies.





Photo: © ILO / Rubén de la Cruz

When looking at the reported data, it is notable **that 32% of companies filling out the WEPs Gender Gap Analysis Tool (GAT) globally have not signed the WEPs and only 25% of companies in the Bloomberg GEI and 4% of companies in Equileap have signed.** Prior to the launch of WEA in 2019, there was limited awareness of the WEPS across ASEAN member states. However, with increased awareness, more companies are becoming WEPS signatories (see Figure 12).

**Less than a third of companies across all indices have publicly disclosed gender pay gap information even though there is clear guidance for disclosing this indicator across gender indexes and there is a specific GRI disclosure in this area.** A majority of companies reporting on the three indices are acting on issues of sexual harassment and violence against women (WEP 3), even if this does not necessarily mean they are reporting publicly on the number of resolved cases. However, in the case of the ASEAN top 75 companies, only 1% report having a sexual harassment policy. Few companies have initiatives on women in the value chain and/or women entrepreneurs (WEP 5), despite all indices having indicators that report on this issue. While 48% of the Bloomberg GEI companies do report having such initiatives, the companies do not necessarily track or report publicly on the percentages spent on these businesses. Similarly, in the WEPS Tool, only 4% of the companies that took the Tool are tracking their spending on women-owned businesses and only 3% publish this data.

For more information and a specific comparison between the indicators being reported on in each index please see the companion document to this report: ‘WEPS Transparency and Accountability Framework’.<sup>165</sup>

<sup>165</sup> UN Women. (2021). *WEPS Transparency and Accountability Framework: Creating Transparency on Gender Equality to Transform Business*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/creating-transparency-on-gender-equality-to-transform-business>



Figure 16. Data Reported in Private Sector Gender Index Scores<sup>166</sup>

Index	WEPs GAT	Bloomberg GEI	Equileap	Sample Top 75 ASEAN
Company Users Report on the Following	Large National Corporations	Publicly Held Companies / Multinationals	Multinationals & Large National Corporations	Publicly Held Companies
WEP 1. Leadership Commitment for Gender Equality and Women's Empowerment	68%	25%	4%	5%*
WEP 2. Publicly Discloses Gender Pay Gap	15%	27%	12%	7%
WEP 3. Sexual Harassment Policy/ Zero Tolerance Commitment to Violence at Work	68%****	81%	42%	1%
WEP 4. Proactive Steps to Recruit Women in Underrepresented Roles	31%	39%	NA	7%
WEP 5. Supplier Diversity Policy/ Spending on Women-Owned Businesses	4%**	48%***	NA	3%***
WEP 6. Commitment to Embedding Gender In CSR, Philanthropy, Advocacy and Partnerships	33%	64%	NA	20%

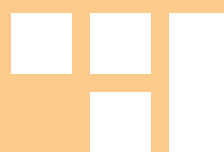
\*Denotes percentage of companies that report signing WEPs.

\*\* Tracks percentage spent on women-owned businesses.

\*\*\* Reports having a supplier diversity programme.

\*\*\*\* Reports on having a policy/commitment to zero tolerance of violence at work.

<sup>166</sup> Indicative indicators that can be compared across indices were selected.



## **PART III: RECOMMENDATIONS FOR GOVERNMENTS, REGULATORS, STOCK EXCHANGES, SECURITY AND EXCHANGE COMMISSIONS, COMPANIES, AND ADVOCACY, CIVIL SOCIETY, EMPLOYERS' AND WORKERS' ORGANISATIONS TO DRIVE ACTION ON THE WEPS**



## PART III: Recommendations for Governments, Regulators, Stock Exchanges, Security and Exchange Commissions, Companies, and Advocacy, Civil Society, Employers' and Workers' Organisations to Drive Action on the WEPs

As part of UN Women's efforts to increase transparency and accountability for public and private sector action on gender equality, this report provides recommendations where ASEAN governments, policymakers, regulators, businesses and advocacy organisations can catalyse action. Undertaking the recommended actions can catalyse transformative change towards gender equality in the private sector.

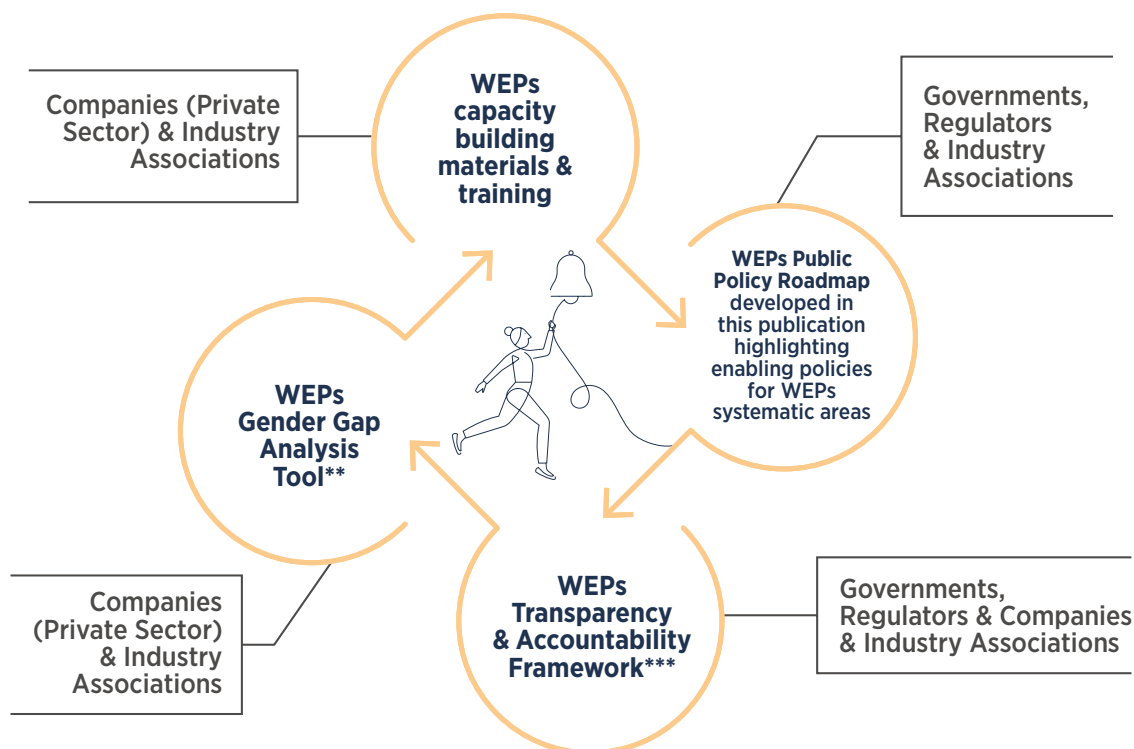
The recommendations developed within this report **aim to create a wider enabling ecosystem for more transparency and accountability to implement the WEPs to contribute to achieving gender-equality.** The WEPs Public Policy Roadmap<sup>167</sup> specifically links directly to the WEPs to ensure that policy action is providing an enabling and reinforcing environment to support the strong action agenda catalysed by UN Women and the UN Global Compact **providing capacity building tools and programs for business to implement the WEPs.** It will also contribute to strengthen and align many other efforts done in the region to catalyse private sector actions, including initiatives, such as Investing in Women<sup>167</sup>, the gender-responsive implementation of the Guiding Principles on Business and Human Rights, Better Work and Better Factory programmes and many more.

Figure 16 outlines some WEPs tools<sup>168</sup> and how key actors use these in the most effective way. It is recommended that the different stakeholders are using the tools in combination with other frameworks as well as foster collaboration amongst the different stakeholders to achieve the biggest impact – namely to create more gender-inclusive business environments where more women can lead and equally participate to business to advance sustainable and inclusive growth in ASEAN.

<sup>167</sup> For more information on Investing in Women, please visit <https://investinginwomen.asia/>

<sup>168</sup> For more information on each of the tools, please visit <https://www.weps.org>

Figure 17. WEPs-Related Assets and Tools for Capacity Building and Action



Throughout this report, the seven WEPs form the basis for both public and private sector analyses. This is because though the WEPs themselves were designed to offer guidance for private sector corporations, they are not exclusive to the private sector; they offer the key elements integral to promoting gender equality to empower women and benefit companies and societies. Based on the findings of Parts 1 and 2 of this report, this section then outlines a series of recommendations for governments, companies, stock exchanges and advocacy, civil society, employers' and workers' organisations in the ASEAN region to elicit action to promote gender equality in the private sector and advance company reporting on WEPs-related indicators.

These recommendations are summarized here and described in detail below:

- **3.1 ACTION #1:** Establish High-level Commitment for Gender Equality and Women's Empowerment in Government and Business
- **3.2 ACTION #2:** Incentivize and Mandate Reporting Transparency and Accountability through Reporting on Gender Equality and Women's Empowerment in Business
- **3.3 ACTION #3:** Improve the Enabling Environment for Women in Business through Public Policies and Guided Action for the Private Sector
  1. Develop Specific Actions to Support Women in the Workplace and Leadership of the Private Sector
  2. Facilitate the Safe and Equal Participation of Women in the Workforce
  3. Provide Specific Support for Women-Owned Businesses

For a complete list of the recommended actions for each actor mapped against the thematic areas mapped to WEP, see Annex 8.

It is important to remember that these recommendations are not all-inclusive but should serve as guidance on key actions that each actor can take to drive transformative change and progress towards gender equality in the private sector. Policymakers, companies and advocacy, civil society and worker's organisations all play an essential role in promoting gender equality in ASEAN's private sector and economy at large.

## 3.1 ACTION #1: Establish High-level Leadership Commitment for Gender Equality and Women's Empowerment

### GOVERNMENTS AND REGULATORS

Governments and regulators should measure and report on progress, **both internally and externally, using sex disaggregated data and benchmarks to quantify gender equality.**

ASEAN member states can use the WEPS Public Policy Review Roadmap – Summary Assessment (Figure 9) to develop peer to peer support in the region and identify areas of lessons learned and progress. ASEAN member states have all ratified key global and regional conventions, like CEDAW, and demonstrated commitment to promote gender equality. To build on progress made in the region, WEPS can provide a useful tool for reporting on progress towards greater accountability of private sector engagement for gender equality, as well as a practical first step for governments **to incorporate WEPS Public Policy Roadmap indicators linked to CEDAW reporting.** This will help facilitate regular data collection to enable review of the key essential indicators presented in the Country Scorecards in Annex 3.

All countries have opportunities for exchange of both lessons learned and good practices to advance gender equality and women's economic participation and ASEAN and EU member states should work together to share and disseminate best practices in both regions. For example, countries such as Australia, Canada and Sweden as well as the EU have strong feminist policies and strong interests to engage with ASEAN to support this area of work. For example the EU has a new Action Plan on Gender Equality and Women's Empowerment in External Relations 2020–2025, and its pillars for action include economic empowerment of women and close collaboration with partners at multilateral, regional and country levels. Governments can provide strong incentive to **companies by bringing them together and shining a spotlight on good practices at the national, regional or global level.**

There are also opportunities for ASEAN to exchange lessons learned among countries within and outside of the region to create more responsible value/trade chains between their countries. Alignment and exchange are in the interest of all countries, as more responsible value/trade chains can only be achieved by creating transparency and accountability across the entire chain, from production to disposal. If all actors work towards implementing the discussed recommendations and utilizing the available tools, the possibilities are endless in driving transformative change for women in the workplace and advancing gender equality in ASEAN's private sector.

Further, regional intergovernmental bodies (e.g. ASEAN), regulators, stock exchanges and international organisations (e.g., UN Women) can incentivize commitments by **showcasing good practices and creating competitions** or awards such as UN Women's Asia-Pacific WEPS Awards Regional Ceremony. These initiatives provide incentives for companies to commit to promoting gender equality, help identify innovative practices and help to push the envelope so that commitments get turned into action.



## COMPANIES

As a key overarching step, companies should **establish high-level corporate leadership for gender equality by signing and implementing the WEPs**. By signing on to the WEPs, companies are publicly committing to implement the principles to empower women in the workplace, marketplace and community; this goes beyond fulfilling responsibilities towards labour law that cover gender and non-discrimination in a given country. Stock exchanges in ASEAN region have a role to play in this regard by providing guidance and potential reporting regulations on the WEPs. While the WEPs are not a certification scheme, other mechanisms that encourage company commitment towards gender equality, such as the Global Business Certification for Gender Equality (EDGE)<sup>169</sup>, offer complementary certification approaches; of note is that these certifications look at the workplace specifically while the WEPs take a full value-chain approach.

CEOs and senior managers should **lead by example and showcase company commitments to gender equality** through their written communications (e.g., marketing and annual reports) and **public recognition of women leaders** within the companies or communities where they operate.

Companies do not have to work alone to promote gender equality in the private sector and should leverage influence in partnership with governments, and civil society, employers' and workers' organisations to advocate for gender equality. **An important piece of this work is to develop data and analyses that make the business case for promoting gender equality in the private sector** by, among other things, sharing company success stories and developing studies looking at the results of promoting gender diversity in companies. For example, the Indonesia Business Coalition for Women Empowerment (IBCWE) brings together companies, entrepreneurial support organisations, investor networks, international and multilateral development organisations and civil society organisation to elicit commitment and action from companies in the country. Multi-stakeholder partnerships are key areas to examine as a means of increasing the promotion of gender equality. Civil Society and Employers' Organisations

Civil society and employers' organizations should elevate women's voices when policies and actions are developed. "Leave No One Behind" is one of the six Guiding Principles of the United Nations Sustainable Development Cooperation Framework and necessitates that not only are women's voices heard, but that among them are the voices of the most vulnerable women in supply chains, such as women migrant workers who face discrimination at multiple levels from accessing benefits to sexual harassment and the gender pay gap.

## 3.2 ACTION #2: Incentivize and Mandate Reporting Transparency and Accountability through Reporting on Gender Equality and Women's Empowerment in Business

Based on this report's Part 2's *Comparative Assessment of Private Sector Gender Indices*, and in alignment with the seven drivers of transformation outlined by the UN Secretary-General's High-Level Panel on Women's Economic Empowerment, good practices from ASEAN and EU, and the experience and priorities of WEA programme stakeholders, a set of essential and complementary gender indicators have been identified (Figure 18).

<sup>169</sup> For more information please see: <https://edge-cert.org/>

**UN Women and the ILO recommend that ASEAN member states mandate reporting for companies on the essential gender indicators to collect, report and track progress on gender equality.** These indicators were selected because they were transformative, comparable and relatively easy to report on (Please see *In Focus: Essential Gender Indicator criteria*).

**These indicators align with UN Women's newly created 'WEPs Transparency and Accountability Framework',<sup>170</sup> a unified set of gender reporting indicators that embrace the different dimensions essential to create transformational change in the private sector and is universal in its geographical application. The recommended reporting gender indicators proposed in this report are divided into essential and complementary reporting indicators.<sup>171</sup>**

IN FOCUS

## ESSENTIAL AND COMPLEMENTARY REPORTING INDICATOR SELECTION CRITERIA



### ESSENTIAL REPORTING INDICATOR CRITERIA

These recommended essential gender indicators were selected because they met the criteria outlined below:

**Transformative:** The indicator should measure sustainable, irreversible, essential positive changes in the promotion of gender equality and women's empowerment at the company level.

**Comparability:** The indicator aligns with indicators that are part of the WEP GAT Tool, GRI (401, 405, and 406) and at least one other index (i.e., Equileap or Bloomberg).

**Ease of reporting:** Ideally, the indicator should currently have an accepted measurement and reporting framework and at least 20% of analysed companies from ASEAN report on the indicator category OR at least 15% of global WEPs GAT users report positively on the indicator AND companies participating in the Equileap

Scorecard or 25% of companies participating on the Bloomberg Index report on the indicator.<sup>172</sup>

Whenever possible, the indicators align with international reporting standards such as GRI related indicators<sup>173</sup> (e.g., 401, 405, and 406) and reporting disclosures given that a majority of the ASEAN top 75 companies that report on WEP-related indicators do so by using GRI definitions and disclosures or similar indicators.

### COMPLEMENTARY REPORTING INDICATORS

Indicators that are transformative but did not meet the comparability or ease of reporting criteria globally or in analysed ASEAN companies. Additionally, these indicators are likely not standardized across countries, sectors and/or size of company. Complementary Reporting indicators can progress to Essential Reporting Indicators as measurement standards and public reporting requirements mature.

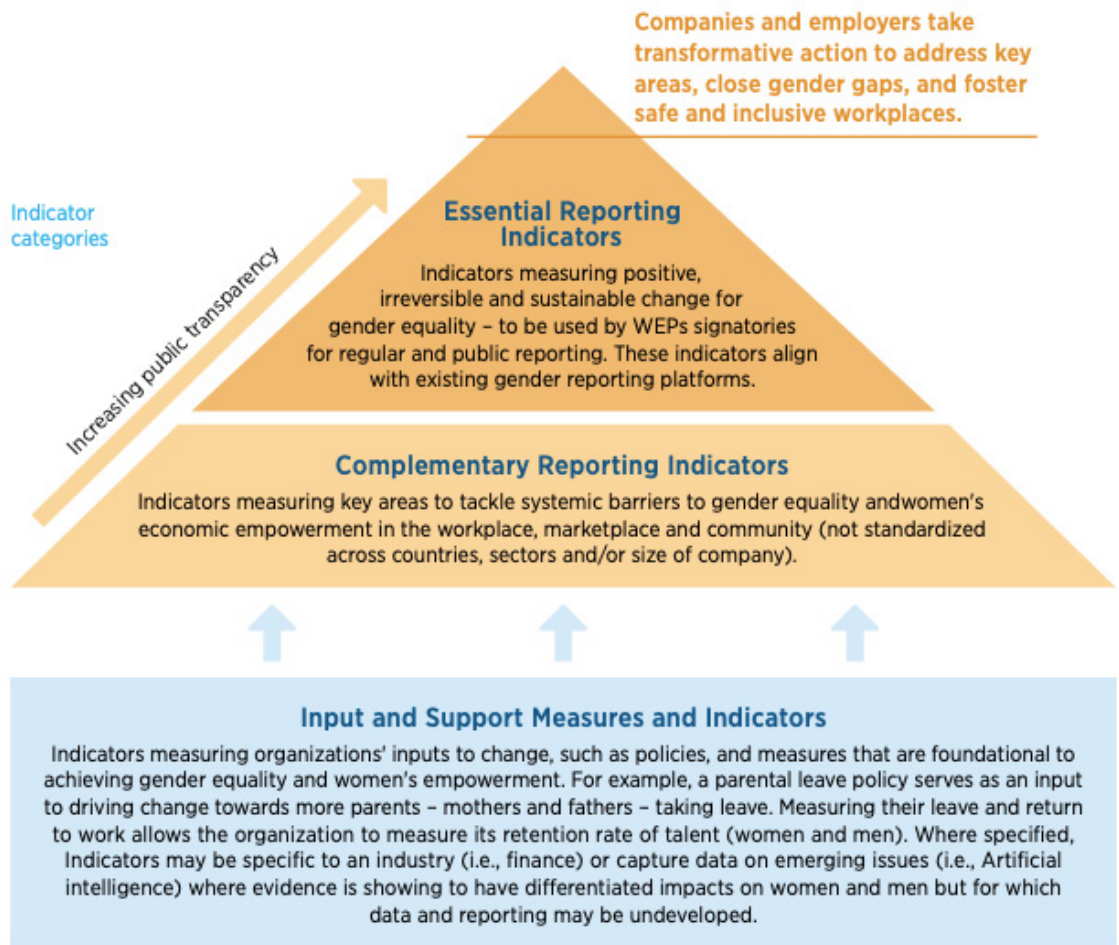
<sup>170</sup> UN Women. (2021). *WEPs Transparency and Accountability Framework: Creating Transparency on Gender Equality to Transform Business*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/creating-transparency-on-gender-equality-to-transform-business>

<sup>171</sup> See Annex 7 for the complete criteria according to which the set of mandatory essential reporting indicators were selected.

<sup>172</sup> While Equileap and Bloomberg companies are mainly headquartered in the European Union, North America or OECD economies their reporting behaviour provides a blueprint for reporting for ASEAN economies.

<sup>173</sup> See Annex 7 to view the alignment with GRI related indicators.

Figure 18: WEPs Transparency and Accountability Framework



These indicators **provide companies, with a holistic set of reporting indicators that are most likely to advance gender equality across corporate value chains** while being aligned with existing corporate gender equality frameworks.

Figure 19. Recommended Gender Indicators for Reporting by Companies in ASEAN

ESSENTIAL REPORTING INDICATORS		
Area	WEP	Indicator
Women in Leadership	WEP 2	1.a Percentage of women in senior leadership level positions
		1.b Percentage of women on non-executive board (only for companies with a non-executive board)
Equal Pay	WEP 2	2. Ratio of basic salary and remuneration of women to men for each employee category, by significant locations of operation
		3a. Percentage of employees promoted who are women
Equal Opportunity in the Workplace	WEP 2	3b. Percentage of new hires who are women
		3c. Percentage of employees disaggregated by sex
Parental Leave	WEP 2	4. Retention rate of employees that took parental leave, disaggregated by sex
Sexual Harassment	WEP 3	5. Has confidential, anonymous grievance, resolution and non-retaliation mechanisms and procedures to address and respond to reports and incidents of violence and harassment. <sup>174</sup>
COMPLEMENTARY INDICATORS		
High-level Corporate Leadership	WEP 1	6. If the company has an organisation-wide gender equality strategy and/or action plan that identifies specific priority areas where further improvement can be made.
Non-Discrimination	WEP 2	7. Percentage of women in traditionally underrepresented roles
Recruit Women	WEP 4	8. Average hours of training the organisation's employees have undertaken, disaggregated by sex and employee level
Gender-Responsive Procurement	WEP 5	9. Percentage of procurement spend with women-owned/led business
		10. Percentage of procurement spend with businesses with gender equality commitments
		11. Percentage of workers in the supply chain receiving a living wage, disaggregated by gender
Women in Communities	WEP 6	12. Percentage of financial or pro-bono support for gender equality programs

<sup>174</sup> Indicator 8 is the only indicator that is an output indicator and not an outcome due to the difficulty in tracking sexual harassment cases.

## HOW CAN STAKEHOLDERS TAKE ACTION TO INCENTIVIZE GENDER REPORTING?

The indicators presented above offer the opportunity to integrate gender equality into operations, boost the company's reputation, enhance C-suite commitment and internal information sharing and strengthen relationships with stakeholders and investors, ultimately moving the needle on key levers for companies and countries to achieve greater economic benefits.

At the same time, the WEPs Transparency and Accountability Framework provides ASEAN member states with an opportunity to incentivize accountability and compliance on gender issues, in alignment with global best practices and private sector gender indices, that can help elicit action on gender equality that is increasingly important to company stakeholders and ASEAN trading partners. Mandating or incentivising company reporting on the indicators in the Framework further creates an environment where companies can easily compare their progress towards promoting gender equality. For more details and specific content please see the full **WEPs Transparency and Accountability Framework**.

**A multi-stakeholder approach is needed to advance gender action.** Private sector action is key to achieving gender equality (SDG 5) and reporting on WEPs-related gender indicators should be used as an aligned and harmonized way for the ASEAN private sector to assess and measure their actions in advancing gender equality and the Sustainable Development Goals. Governments, regulators, stock exchanges, companies, and advocacy, civil society, employers' and workers' organisations all have an important role to play in advancing transparency and accountability by incentivizing, guiding and mandating reporting on gender equality and women's empowerment.

## GOVERNMENTS AND REGULATORS

**Governments and regulators should consider providing stronger business incentives and mandates for publicly listed and non-listed companies to report on essential gender indicators** (Figure 18) to create transparency towards more gender-inclusive companies, with the understanding that advancing gender-equality is a basic human right and a key enabler for sustainable and inclusive economic growth.

In this regard, ASEAN member states can see how to apply and localize lessons learned from within and by other important trading partners that in the last decade have made significant progress in establishing mandates for transparent reporting on such indicators as pay equity and women on boards, such as the EU and others.

To support progress on these mandates, governments can adapt or **develop, in collaboration with partners, practical tools** for companies to implement the recommendations. For example, one of the essential Indicators is linked to equal pay (**ratio of the basic salary and remuneration of women to men for each employee category**) and tools to diagnose and report on gender pay gaps for different types of employment modalities, which have proven to be an effective method in other countries. Please see *In Focus: Mandating Gender Pay Gap Reporting*.



# MANDATING GENDER PAY GAP REPORTING



Incentivizing companies to disclose disparities in gender pay, including for work of equal value, is key to bridging the gender pay gap.

## WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average hourly earnings of a company's men employees and a company's women employees. If a company has, for example a 5% gender pay gap, it means that on average women earn 5% less per hour than men.<sup>175</sup>

## WHY IS DISCLOSING A COMPANY'S GENDER PAY GAP IMPORTANT?

Over the last decade there has been debate as to whether governments should mandate companies to disclose their gender pay gap. Case studies done in Denmark and the United Kingdom suggest that disclosing disparities in gender pay has additional positive impacts on business, listed below.

## THE CASE OF DENMARK

A study was conducted on the effect of a 2006 legislation change in Denmark, which required firms with more than 35 employees to report gender pay gaps. The study compared pay data from companies with 35-50 employees (these had to report the data due to the new legislation) with the pay data of a group of similar-sized companies with 25-34 employees (these were not required to release their data).

The results **showed that the gender pay gap at firms with mandatory reporting shrank 7%, from 18.9% to 17.5%, while the gap at firms without mandatory reporting stayed steady at 18.9%.** These results

suggest that transparency could help lower gender pay gap. In addition to narrowing the pay gap, mandatory disclosure can also:

1. Increase the number of women hired, indicating that the supply pool of female employees increases as gender pay transparency improves;
2. Increase the number of women employees promoted to more senior positions; and
3. Lower companies' overall wage bills, by slowing down the growth of men's wages.<sup>176</sup>

## THE CASE OF GREAT BRITAIN<sup>177</sup>

Similarly, in 2017 Great Britain (but not Northern Ireland) enacted changes to its Equality Act, making it compulsory for companies in Great Britain with more than 250 employees to report their gender pay gap figures at the end of every financial year. Through this forced transparency a fall in the gender pay gap for median gross hourly earnings, from 9.1% in 2017 to 8.6% in 2018, was identified following the changes in legislation.

## COMPANIES

**Companies should seek to report at minimum on the set of essential reporting indicators<sup>178</sup> and the set of complementary indicators included in this report** (Figure 18). Companies should report on these indicators to create transparency and accountability for the companies themselves, while yielding the economic benefits of a gender-inclusive business.

<sup>175</sup> The Guardian. (2019). *What is gender pay gap reporting and what does it mean?*. Available at: <https://www.theguardian.com/society/2019/feb/28/what-is-gender-pay-gap-reporting-and-what-does-it-mean>

<sup>176</sup> Bennedsen et al. (2019). *Do firms respond to gender pay gap transparency?* National Bureau of Economic Research. Available at: [https://www.nber.org/system/files/working\\_papers/w25435/w25435.pdf](https://www.nber.org/system/files/working_papers/w25435/w25435.pdf)

<sup>177</sup> The Guardian. (2019). *What is gender pay gap reporting and what does it mean?*. Available at: <https://www.theguardian.com/society/2019/feb/28/what-is-gender-pay-gap-reporting-and-what-does-it-mean>

<sup>178</sup> The essential indicators presented in this report encompass all of the essential indicators of the WEPs Transparency and Accountability Framework.

A focus on these indicators specifically will drive transformative change for women in the formal sector but will have the transformative potential to contribute to larger normative change and encourage further a gender-responsive approach to create more decent work opportunities for women who are still often the majority in the informal sector. **The use of common indicators across ASEAN member states, and even at global level, facilitates experience through sharing, accountability, and benchmarking.** Furthermore, the indicators and framework can be used to support companies in measuring and reporting progress against other gender equality commitments and reporting platforms, including CEDAW and the Sustainable Development Goals.

Further, company leaders should be incentivized to lead the agenda of building more gender-inclusive business because not only is it the right thing to do, but it enhances business outcomes. By advancing workplace gender equality benefits include increased profitability and organisational performance, resilient workplaces that can withstand times of crisis and volatility, and enhanced organisational reputation with the increased ability to attract and retrain.<sup>179</sup>

## IN FOCUS COMPANIES ARE LEADING THE CREATION OF MORE TRANSPARENCY



The consumer goods sector has many examples of transparency; Unilever, Danone, Nestle, Coca-Cola and L'Oréal are signatories to the WEPS in multiple ASEAN member countries, set clear targets, and report on their progress on gender equality at different levels.

L'OREAL, for example, reports publicly on multiple recommended essential reporting indicators. Regarding women in top management, the L'OREAL website reports that the percentage of women in the Executive Committee, Leadership Positions and Global Brand General Managers increased between 2010 and 2019, surpassing 50% in the latter two categories. They also report on women board members and women's career development. The reported median gender salary

gap in all L'OREAL entities based in France was erased in 2019.

Similarly, Unilever has been a good example to illustrate the importance of public gender-related reporting and target setting. In 2010, with the launch of the Unilever Sustainability Living Plan, Unilever committed to achieve a 50/50 gender balance in managerial roles across Unilever's global business by 2020. This is a clear example of an 'Essential Indicator' to achieve a more gender-inclusive workplace. Unilever increased the proportion of women in management from 38% in 2010 to 50% in 2020. This illustrates that clear target setting is essential to achieve progress.

<sup>179</sup> USAID. (2020). *Developing a Business Case for Gender Equality*. Available at: <https://www.usaid.gov/energy/engendering-utilities/business-case-guide>



Photo: © ILO / Giorgio Taraschi

### STOCK EXCHANGES

Stock exchanges and SECs in the region have a particularly important role to play in providing guidance for companies on how to report on the indicators presented in these frameworks. **Stock Exchanges can create guidelines to promote better reporting and ensure these are aligned with WEPs standards and the WEPs Transparency and Accountability Framework.**

### ADVOCACY, CIVIL SOCIETY, EMPLOYERS' AND WORKERS' ORGANISATIONS

Advocacy, civil society, and worker's organisations should be involved in the creation of guidelines to promote better reporting. They can **encourage companies to publicly commit to and report on these commitments by joining with initiatives like Equal Pay International Coalition (EPIC)** which is led by the ILO, UN Women and the OECD. The Coalition's goal is to achieve equal pay for women and men everywhere. By bringing together a diverse set of actors with different areas of focus and expertise, EPIC supports governments, employers, workers and their organisations to make concrete and coordinated progress towards this goal. EPIC is currently the only multi-stakeholder partnership working to reduce the gender pay gap at the global, regional and national levels.<sup>180</sup> By advocating for transparent reporting on gender related indicators in the private sector, it will help improve national productivity and economic growth as progress towards gender parity is achieved.

Advocacy and civil society organisations can also help incentivise reporting **by creating partnerships and highlighting the business case for gender equality through research, company case studies and industry events.** These organisations play an important role in sensitizing and advocating for equal opportunity of women in the workplace and society at large. Further, there is a growing alignment between the private sector, governments and civil society organisations in driving social and economic development. Finding new and creative shared value initiatives to increase collaborative partnerships between these parties can enhance their impact on gender equality.

<sup>180</sup> EPIC. (n.d.) Available at: <https://www.equalpayinternationalcoalition.org/>



### 3.3. ACTION # 3: Improve the Enabling Environment for Women in Business through Public Policies and Guided Action for the Private Sector

Public and private sector stakeholders can improve the enabling environment for gender equality in the private sector by taking action through policy and advocacy linked to the WEPs. This section outlines some specific actions that can be taken in this regard by governments, regulators, companies and civil society, employers' and workers' organisations.

#### 3.3.1 DEVELOP SPECIFIC ACTIONS TO SUPPORT WOMEN IN THE WORKPLACE AND LEADERSHIP OF THE PRIVATE SECTOR

##### GOVERNMENTS AND REGULATORS

For governments and regulators to improve the enabling environment, they should continue to promote the development and implementation of **public policies and laws that are gender sensitive as well as to identify issues that impact women and men differently**. A key starting point is for ASEAN member states to address the recommendations and list of issues identified by the CEDAW. ASEAN member states can develop GRB legislation, strategies and guidelines to ensure that government expenditures are closing gender gaps, reaching women, and/or being distributed equally among men and women beneficiaries. Changing inequalities in the law will send a strong signal to companies to ensure equality in pay, employment opportunities (e.g., equal opportunities to do all types of jobs), retirement and pensions.

Since governments and regulators also have a responsibility to verify that corporate culture upholds equality and inclusion, governments should **consider ratifying and implementing key conventions that promote private sector action to create equal, inclusive and fair workplaces for parents and women**. ASEAN member states have yet to ratify the key ILO conventions of C183 - Maternity Protection Convention, 2000 (No. 183), C156 - Workers with Family Responsibilities Convention and R156 - Workers with Family Responsibilities Recommendation and the Violence and Harassment Convention (No. 190). Further, 7/10 member states have not ratified all the ILO Fundamental Conventions which provide the basis for developing safe and decent working conditions for men and women in the workplace, including only 4/10 member states ratifying both core gender equality Conventions C100 - Equal Remuneration Convention and C111 - Discrimination in Employment and Occupations Convention.

**Governments and regulators can also promote women's leadership in the private sector by setting targets for women's participation in corporate leadership.** Following the example of countries like Malaysia, ASEAN member states can **set targets for women's representation on corporate boards** (Please see *In Focus: Promoting Women on Corporate Boards*). However, setting a target is only the start. Efforts to increase women's participation in private sector leadership should be accompanied by programmes that help **build the pipeline of women leaders. Governments can implement programmes to sensitize private sector stakeholders on the importance of gender diversity in leadership, build women's leadership capabilities to set them up for successful participation in corporate boards, and create public lists of women qualified to serve on corporate boards.** For example, experiences from some European and ASEAN countries have shown that women on boards targets and quotas have the greatest impact when accompanied by an environment to support women who have the potential to join corporate boards.

# PROMOTING WOMEN ON CORPORATE BOARDS



Globally, results show that gender quotas for corporate boards are effective at increasing women's representation on boards.<sup>181</sup> In some countries, the share of women among directors of large companies has increased four or five times since 2007.<sup>182</sup> In ASEAN, gender quota laws have potential to increase the percentage of women in leadership positions in companies as part of wider programs to support women's professional development. However, evidence also suggests that success is not guaranteed, and hinges on various factors, such as whether quotas are voluntary and whether the state can implement sanctions.<sup>183</sup> Further, evaluations of these policies show mixed outcomes in other areas of results for companies.<sup>184</sup>

There are two main approaches to gender quotas:

-**Soft targets** are a way to encourage publicly listed companies to increase women's participation without penalty but under the assumption that, if the target is not achieved, then more stringent measures like a mandatory quota with penalties might follow. This is the approach taken by Australia, Britain and Sweden.

-**Mandatory quotas** set specific percentages that publicly listed or state-owned enterprises must achieve by a certain date and are normally

achieve by a certain date and are normally accompanied by penalties. For example, in Belgium, France, Germany and Italy, firms that fail to comply can be fined, dissolved or banned from paying directors.

Countries tend to have either soft targets or mandatory quotas for women on boards. Examples include Belgium, Brazil, Colombia, Finland, France, Kenya, Iceland, Italy, India, Malaysia, the Netherlands, Norway and Pakistan having implemented mandatory quota systems for corporate boards in state-owned and publicly held firms. Whereas countries like Japan, Singapore, Spain and the United Kingdom have implemented soft targets or non-mandatory regulations.

Within ASEAN, regulators in **Indonesia, Malaysia, the Philippines, and Singapore** are making efforts to advance gender equality, but only the Securities Commission of Malaysia has developed a quota and the Singapore Exchange a soft target for their top 100 listed companies. However, these initiatives are relatively new and ASEAN policymakers can look to for example the European Union for guidance on how to proceed with women on boards initiatives.

<sup>181</sup> A study on these policies found that the quota has a negative impact on company valuations in the short term, but that this cannot necessarily be attributed to the change in gender composition (Ahern and Dittmar, 2012). Further, Matsa and Miller (2013) find that quotas led to economic losses in the short term, mainly due to increased labour costs. Finally, another study found that women who joined boards after the policy was introduced were better qualified than those occupying similar positions prior to its implementation, and that the gender wage gap between members narrowed (Bertrand et al., 2014)

<sup>182</sup> European Institute for Gender Equality (2017). *Largest listed companies: presidents, board members and employee representatives*. Available at: [http://eige.europa.eu/gender-statistics/dgs/indicator/wmidm\\_bus\\_bus\\_\\_wmid\\_compbm](http://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_bus_bus__wmid_compbm)

<sup>183</sup> Deloitte., 2019. Data-driven change Women in the boardroom: A global perspective. *Global Center for Corporate Governance*, Sixth edition; de Cabo, R.M., Terjesen, S., Escot, L. and Gimeno, R., 2019. Do 'soft law board gender quotas work? Evidence from a natural experiment. *European Management Journal*, 37(5), pp.611-624; Gidlund, A. and Lund, T., 2017. The Norwegian Gender Quota Law and its Effects on Corporate Boards.

<sup>184</sup> A study on these policies found that the quota has a negative impact on company valuations in the short term, but that this cannot necessarily be attributed to the change in gender composition (Ahern and Dittmar, 2012). Further, Matsa and Miller (2013) find that quotas led to economic losses in the short term, mainly due to increased labor costs. Finally, another study found that women who joined boards after the policy was introduced were better qualified than those occupying similar positions prior to its implementation, and that the gender wage gap between members narrowed (Bertrand et al., 2014)



# PROMOTING WOMEN ON CORPORATE BOARDS



Non-mandatory legislation is slower than mandatory quotas at achieving increases in the percentage of women on boards. **However, quotas can lead to unintended outcomes in some contexts, in which organisation-specific targets may be better suited to affect change.** Organisations implementing mandatory quotas run the risk of perceived tokenism—the perception that women are being placed on boards to meet quotas regardless of their qualifications—unless corresponding strategies are developed to rigorously vet candidates and build candidates’ capacity. In order to effectively use the “soft target” approach, firms are advised to also develop mechanisms for developing female talent, creating a female talent pipeline, raising awareness about the benefits of women on boards and evolving the company culture to be conducive to women’s board participation.

## THE CASE OF NORWAY

Norway was the first country globally to introduce a quota for women on boards and has provided countries globally with an important case study. The law passed in 2004 and was enacted in 2006, at which point in 2008, after an initial grace period, companies had two years to reach 40% women’s participation on boards, or risk being delisted from the stock exchange. The percentage of women on the corporate boards of publicly listed companies

increased from 17% in 2005 to 40% in 2008 when the law and respective penalties came into place. However, one study found that as a result of the quota there is a negative correlation between the gender quota and the firm’s overall value. It gave the basic reasoning that after the introduction of the quota “the average board has less CEO experience, fewer insiders, and more non-executive managers,” which leads to significant change in corporate board characteristics and the decreasing overall value of the firm.<sup>185</sup>

## RECOMMENDATIONS

For ASEAN policymakers and regulators to develop initiatives that increase the proportion of women on corporate boards in a sustainable manner, they should:

1. Strengthen the pool of board-ready women professionals through training, mentoring and knowledge programmes
2. Develop awareness raising campaigns to highlight the importance of promoting gender diversity in the workforce and in leadership to elicit buy-in from the private sector
3. Create and shift corporate culture to value more diversity through partnerships; and
4. Mandate or encourage reporting on women’s participation in boards.

ASEAN member states that have developed a Decent Work Programme, in partnership with the ILO, should consider including initiatives to promote the WEPs within these plans to maximize the impact these programs have on gender equality in the private sector.

## COMPANIES

Beyond focusing on promoting women in leadership, companies should implement organisation-wide gender equality strategies and goals (*Complementary Reporting Indicator 6*) as **a more equitable workplace is vital for better business results.** To do this, companies implement actions linked to the WEPs framework and SDG 5, engage internal and external stakeholders, such as civil society, employers’ and workers’ organisations, in the development of company policies, programmes and implementation plans that advance equality. Doing so will enable companies to track and measure progress for women in their direct operations, supply chain and the communities in which they operate.

<sup>185</sup> Gidlund, A. and Lund, T. (2017). *The Norwegian Gender Quota Law and its Effects on Corporate Boards*. Available at: <http://www.diva-portal.org/smash/get/diva2:1119270/FULLTEXT01.pdf>

Companies **should report publicly on the ratio of basic salary and remuneration of women to men for each employee category**, by significant locations of operation (*Essential Reporting Indicator 4 – see Figure 18*) and implement strategies to close the gap. As part of a gender audit, companies can assess whether workplace policies and practices are free from gender-based discrimination and develop programs to ensure equal pay remuneration, including benefits for work of equal value for women and men employees. Companies should strive to provide equal remuneration and to pay a living wage to all women and men (*Complementary Indicator 17*)<sup>186</sup> and train employees in the business case benefits and human rights requirements of gender equality.

IN FOCUS

## UNILEVER PLEDGES TO PAY A LIVING WAGE TO EVERYONE WHO WORKS IN ITS SUPPLY CHAIN<sup>187</sup>



In the middle of the COVID-19 pandemic, Unilever announced a wide-ranging set of commitments and actions to help build a more equitable and inclusive society, including a specific focus on women. The commitments included raising living standards across Unilever's value chain, creating opportunities through inclusivity, and preparing people for the future of work.

While Unilever was already paying their employees a living wage, the 2021 announcement extended beyond the company's workforce to include by 2030 everyone who directly provides goods and services to Unilever, of particular note the most vulnerable workers in manufacturing and agriculture. Unilever also intends to work with its suppliers, other businesses, governments and

non-governmental organizations- through purchasing practices, collaboration and advocacy- to drive global adoption of living wage practices.

Additionally, Unilever's announcement included helping 5 million SMEs in the company's retail value chain grow their business through access to skills, finance and technology, by 2025. As well as spending €2 billion annually with suppliers owned and managed by people from under-represented groups, by 2025, among them SMEs owned and managed by women.

In the face of social inequality, Unilever is working to improve livelihoods, embrace diversity, nurture talent and offer opportunities for everyone, in order to build a healthy society and make Unilever a stronger business.

Companies **should implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors** (*Essential Reporting Indicators 1, 3, 4 and Complementary Indicator 7*). Companies should seek to report on how they are reducing gender biases throughout their talent management process and report on the gender composition of new, existing and departing employees. Additionally, companies, supported by civil society, employers' and workers' organisations, can seek to fill gaps in care services by providing care subsidies or onsite childcare when relevant.

**Companies in the ASEAN region should consider investing in workplace policies and programmes that open avenues for advancement of women at all levels and across all business areas and that encourage women to enter non-traditional job fields** (*Essential Reporting Indicator 4 and Complementary Reporting Indicator 7*).

<sup>186</sup> UN Women. *Explainer: Everything you need to know about pushing for equal pay*. Available at: <https://www.unwomen.org/en/news/stories/2020/9/explainer-everything-you-need-to-know-about-equal-pay>

<sup>187</sup> Unilever. (2021). Unilever commits to help build a more inclusive society. Press release from January 21, 2021. Available at: <https://www.unilever.com/news/press-releases/2021/unilever-commits-to-help-build-a-more-inclusive-society.html>

Companies should **ensure equal access to all company-supported education and training programmes, including literacy classes and vocational and information technology training** (*Complementary Indicator 8*). Companies can specifically seek to ensure that women and men have equal access to participate in the different trainings that are given by the company. Very few ASEAN Top 75 companies report having professional development programmes for women and, similarly, few ASEAN member states report having programmes to increase the pipeline of women in STEM fields. These programmes should include opportunities for formal and informal networking and mentoring and highlight women role models leading in STEM and non-traditional sectors. Once these programmes are in place, companies should not only report on these but also publish the gender composition of their workforce in these roles (e.g., Finance, IT, Sales, Manufacturing, Engineering, Logistics/Transportation). By reporting on these types of initiatives, companies can brand themselves as good places to work for women, thereby attracting and retaining more female talent in the company and in areas where women have traditionally been underrepresented.

IN FOCUS

## GENERAL ELECTRICS' #BalanceTheEquation CAMPAIGN



General Electric's PR campaign, "What if \_\_\_\_\_, female scientist, were treated like a celebrity?" examines the social status of prominent female scientists through advertisements that posit what the world might look if scientists were

renowned in the same way as those elevated to stardom in the media. This campaign aligns with General Electric's goal to have 20,000 women in technology roles by 2020.<sup>188</sup>

### ADVOCACY, CIVIL SOCIETY, EMPLOYERS' AND WORKERS' ORGANISATIONS

Advocacy, employers' and workers' organisations can **highlight the inequalities currently present in the laws of ASEAN member states and provide guidance on how they can address these inequalities** through legislation and gender equality programmes. They can provide platforms for women's voices to be heard and to feed into consultation processes such as for the development of national action plans on business and human rights. Additionally, they can continue to **provide clear guidance to companies on how they can develop company-wide gender strategies and inform these strategies through consultations and events around specific gender issues** (e.g., promoting women's leadership in the private sector) **as well as collaborate on programme implementation.**

Civil society organisations can also ensure that their CEDAW national shadow reports include government initiatives to promote gender equality in the private sector.

<sup>188</sup> World Economic Forum (2017a). Accelerating Gender Parity in the Fourth Industrial Revolution An Agenda for Leaders to Shape the Future of Education, Gender and Work. WEF. Available at: [http://www3.weforum.org/docs/WEF\\_EGW\\_White\\_Paper\\_Gender\\_Parity\\_4IR.pdf](http://www3.weforum.org/docs/WEF_EGW_White_Paper_Gender_Parity_4IR.pdf)



### 3.3.2 FACILITATE THE SAFE PARTICIPATION OF WOMEN IN THE WORKFORCE

One critical action to improving the environment for women in the private sector is the facilitation of safe and equal participation of women. All actors have a role in this.

#### GOVERNMENTS AND REGULATORS

Governments should consider **implementing and ratifying the ILO Violence and Harassment Convention (No. 190) and Recommendation No. 206** to prevent and address all forms of violence and harassment in the world of work, including gender-based violence and harassment. Further, governments should use CEDAW as a starting point to enact specific legislation on sexual harassment in the workplace, regarding both prevention and response.

Governments and securities and exchange commissions across ASEAN member states could lead on this issue by **creating zero-tolerance policies and model sexual harassment reporting mechanisms and guidelines for listed companies**. To support this, they can lead research and roundtable discussions on security issues that disproportionately impact women in their country.

Governments and regulators can also **develop holistic national strategies and social protections to tackle the challenges faced by working men and women in caring for children, the elderly and the sick**. Access to affordable high-quality childcare and early childhood education has a host of advantages including increasing women's labour force participation. For example, to help offset the cost of childcare the UK doubled the number of hours of free childcare available to working parents of three- and four-year olds in order to make childcare more affordable. Research showed that this expansion of childcare in the UK from 2000 to 2008 increased the rate of employment of mothers by 3 percentage points.<sup>189</sup>

#### COMPANIES

Companies, with the support of civil society, employers' and workers' organisations, should **develop zero-tolerance policies and sexual harassment** reporting mechanisms and guidelines. Further, they should seek to report on both the policies they implement and the incidents and corrective actions taken (*Essential Reporting Indicator 5*).

<sup>189</sup> UN Secretary-General's High-Level Panel on Women's Economic Empowerment. (2016) Leave No One Behind A Call To Action For Gender Equality And Women's Economic Empowerment.



## BSR HerProject<sup>190</sup>



BSR's HERproject™ is a collaborative initiative that seeks to empower low-income women working in global supply chains. Bringing together global companies, their suppliers, and local NGOs, HERproject™ developed workplace-based interventions on women's health, financial inclusion, and gender equality more broadly. Since 2007, HERproject™ has worked in more than 850 workplaces across 14 countries and has benefitted more than 1 million women and 450,000 men. Among the many actions taken through the initiative,

HERproject has helped partner businesses with capacity building that focuses on building skills to reflect on, **prevent and address violence at work and creating joint spaces between management and workers to discuss violence against women.** The initiative also supports partners in building policies and processes to address workplace violence, creating awareness campaigns, and providing linkages to local community services and initiatives to address and prevent violence against women.

Companies, in consultation with employees and their representative organizations, should identify and address safety, harassment and violence issues that disproportionately impact women. Further, they should train managers and security staff to recognize signs of violence against women and understand laws on human trafficking and sexual exploitation.

### 3.3.3. PROVIDE SPECIFIC SUPPORT FOR WOMEN-OWNED BUSINESSES

#### GOVERNMENTS AND REGULATORS

Public procurement represents a huge opportunity to promote gender equality since the worldwide public procurement market is approximately one-fifth of the global gross domestic product.<sup>191</sup> Yet only few ASEAN member states and companies have GRP programmes in place. Governments and regulators in the ASEAN region can develop procurement initiatives and financial inclusion strategies that seek to increase the number of women and women-owned businesses that sell to governments and corporations.

It is important for governments to **define what a women-owned business is and collect sex-disaggregated data on suppliers**,<sup>192</sup> which may require changes to procurement information systems to ensure they align and capture the relevant data (e.g., creating a field for the sex of the CEO or general manager of the supplier).<sup>193</sup> For key insights into how emerging market governments can implement gender-responsive procurement, please see the recently released Value for Women and Open Contracting Partnership report, *Towards Gender Balance in Public Procurement: Understanding the Barriers and Solutions to Include Women-led Businesses*.<sup>194</sup>

<sup>190</sup> BSR. BSR HerRespect. BSR HerProject. Accessed April 1, 2021. Available at: <https://herproject.org/programs/herrespect>

<sup>191</sup> World Bank Group. (2016). Benchmarking Public Procurement 2016: Assessing Public Procurement Systems in 77 Economies. Available at <http://hdl.handle.net/10986/22649>

<sup>192</sup> Data collected and tabulated separately for women and men and/or the businesses they lead.

<sup>193</sup> Value for Women and Open Contracting Partnership. (2020). *Towards Gender Balance in Public Procurement: Understanding the Barriers and Solutions to Include Women-led Businesses*. Available at: <https://www.open-contracting.org/wp-content/uploads/2020/07/OCP2020-Gender-Responsive-Procurement.pdf>

<sup>194</sup> Value for Women and Open Contracting Partnership (2020). *Towards Gender Balance in Public Procurement*. Available at: <https://www.open-contracting.org/resources/towards-gender-balance-in-public-procurement/>



**Regulatory authorities should encourage companies to report publicly on whether they have supplier diversity strategies focused on women-owned businesses or whether they have programmes that seek to expand relationships with women-owned businesses in their value chain.** If companies do not have these strategies and programmes in place, regulatory authorities should offer guidance and support for implementation (*Complementary Indicators 9, 10, 11*).

Financial inclusion is a key factor for growing women-owned businesses and enhancing gender equality in supply chains. While some ASEAN member states have included gender equality priorities within their NFIS, most countries in the region do not have specific goals to close gender gaps in these strategies. Governments and regulators should **support gender-sensitive solutions to credit and lending barriers to enable greater financial inclusion**. By including gender, and specifically sex-disaggregated indicators and targets, within these strategies, countries can set priorities and help the private sector, particularly financial services firms, to identify the market opportunity inherent in financial inclusion gender gaps. Hence, governments need to collect, analyse and use sex-disaggregated data to inform the objectives of their NFIS.

IN FOCUS

## MAKING GENDER A PRIORITY IN FINANCIAL INCLUSION STRATEGIES



Malaysia's support towards women in its financial inclusion activities provides a compelling example for the region. Malaysia is among **the highest ranked in several of the international financial inclusion rankings and, among other emerging economies**, has one of the lowest gender gaps in terms of formal banking and digital financial services.

### GENDER STRATEGY AND ACTIONS

In the last decade, Malaysia has significantly improved financial inclusion throughout the country through multiple action plans and blueprints focusing on financial inclusion. As part of these action plans, digital financial services – agent-based banking and advances in internet and mobile banking – have significantly improved access to safe, reliable and affordable financial services, greatly expanding women's financial access. Financial reforms, specifically reductions in banking transaction costs and fees, as well as the establishment of the office of the financial ombudsman for dispute resolution,

helped boost overall inclusion efforts.<sup>195</sup>

Malaysia has been intentional in targeting women by promoting products of particular interest to women, such as conditional cash payment schemes linked to savings. The Malaysian government has encouraged the development of flexible microfinance products, enhancing the provision of long-term contractual micro savings. Multiple banking institutions have also facilitated the development of microinsurance and microtakaful (Islamic insurance system). Bank Negara Malaysia's pioneering work on financial inclusion, as well as microfinance programs, including the Women Entrepreneur Financing Program, have directed these efforts towards increasing women's financial access. Meanwhile, the **women entrepreneur financing programme initiated under the SME (Small and Medium Enterprise) Bank in Malaysia has aimed to enable high potential women entrepreneurs to fulfil their aspirations in accelerating their business growth.**

<sup>195</sup> Martinez, Jose De Luna. (2017). *Financial Inclusion in Malaysia Distilling Lessons for Other Countries. The Malaysia Development Experience Series*. Available at: <http://documents.worldbank.org/curated/en/703901495196244578/pdf/115155-WP-PUBLIC-GFM08-68p-Flpaperwebversion.pdf>.

## MAKING GENDER A PRIORITY IN FINANCIAL INCLUSION STRATEGIES



The programme equips women entrepreneurs with knowledge and skill sets to enhance their strategic business skills in key functional areas, including financial management, marketing, leadership and technology.<sup>196</sup>

### SEX-DISAGGREGATED DATA REPORTING

Bank Negara Malaysia has applied insights from sex disaggregated data analyses to introduce financial products targeted at women.<sup>197</sup> In parts, insights have been gathered because the Central Bank of Malaysia mandates that financial institutions report

sex-disaggregated data on account ownership, credit, savings, payments and financial literacy. A set of guidelines was also developed to support the reporting process and sets out the specific requirements for the submission of sex-disaggregated data. This data is submitted by financial institutions through an electronic system which is linked to the data warehouse at the central bank. Approximately 3-6 months prior to the implementation of this approach, BNM issued a concept paper to financial institutions setting its intention to introduce such requirements.<sup>198</sup>

### Stock exchanges and SEC can also strengthen the gender lens investing ecosystem in their respective countries by:

1. Encouraging investors and financial institutions to apply a gender lens through sensitization and capacity building engagements;
2. Creating spaces for knowledge sharing and networking focused on gender lens investing among investors and financial institutions;
3. Making the business case for gender lens investing by analysing and disseminating gender-related research and data, particularly noting the financial and business benefits of gender diversity in companies;
4. Spotlighting women leaders and potential board members through recognition and media engagements.

### COMPANIES

**Companies should develop GRP or supplier diversity strategies that set targets for spend from women-led businesses** as well as take actions to support these women in the value chain. In Singapore, it has been shown that market access can be improved by supplier diversity and inclusion programmes, business matching platforms, women-owned business certification, and procurement mentoring.<sup>199</sup> For example, please see the *In Focus: WeConnect International Connects Women-Owned Enterprises to Corporations below*.

<sup>196</sup> CEDAR. *Women Entrepreneur Financing Programme (WEP-LEAP)*. SME Bank Group. Available at: <https://www.cedar.my/women-entrepreneur-financing-programme-wep-leap>

<sup>197</sup> Alliance for Financial Inclusion (2017). *Sex-Disaggregated Data Toolkit: How To Leverage Sex-Disaggregated Financial Inclusion Data To Accelerate Women's Financial Inclusion*.

<sup>198</sup> Alliance for Financial Inclusion (2017). *Sex-Disaggregated Data Toolkit: How To Leverage Sex-Disaggregated Financial Inclusion Data To Accelerate Women's Financial Inclusion*.

<sup>199</sup> Accenture. (2020). *BUSINESSWOMEN Grow Economies Singapore is Next: the S\$95 billion opportunity*. Available at: [https://www.accenture.com/\\_acnmedia/PDF-135/Accenture-Businesseswomen-Grow-Economies-Singapore-Next.pdf](https://www.accenture.com/_acnmedia/PDF-135/Accenture-Businesseswomen-Grow-Economies-Singapore-Next.pdf)

**Companies can publicly express their commitment that their suppliers and distributors must respect the company's commitment to advancing equality and inclusion**

(Complementary Indicator 10), specifically ensuring that company products, services and facilities are not used for human trafficking and/or labour or sexual exploitation. These company guidelines should be disseminated publicly and widely.

Financial services firms and corporations, through value chain finance, can develop programmes that specifically seek to provide financial solutions (e.g., credit, savings and insurance) for women and women-led businesses.

**CIVIL SOCIETY, EMPLOYERS' AND WORKERS' ORGANISATIONS**

Civil society, employer's, and workers' organisations can **advocate and invest in programmes and partnerships to strengthen the capacities of women-owned businesses and businesses that provide products or services that disproportionately benefit women.**

For example, women's business organisations can partner with companies to develop programme components that provide mentoring, networking and role models for women entrepreneurs. Both these business organisations and non-governmental organisations can play a critical role in building bridges between women-owned businesses and potential buyers to create access new markets, as well as provide needed mentorship and expertise for both buyers and suppliers.

**IN FOCUS**

## **WECONNECT INTERNATIONAL CONNECTS WOMEN-OWNED ENTERPRISES TO CORPORATIONS**



To break down the barriers that prevent women business owners from connecting to new market opportunities, such as connections to local and multinational corporate buyers, WEConnect International in Asia identifies, educates, registers and certifies women's business enterprises based in the region that are at least 51% owned, as well as managed and controlled by one or more women<sup>200</sup>. By not only offering free women-owned business registration but

also women-owned business certification, these businesses gain greater access to buyers locally and globally. Then, through networking sessions, WEConnect International connects the women-owned business with multinational corporate buyers under their Supplier Diversity and Inclusion programs. In 2019, WEConnect International facilitated over 1,000 connections between women business owners and large procurement organizations.<sup>201</sup>

Civil society can also promote women's innovation potential to address sustainability challenges in industries important to the ASEAN economy.

<sup>200</sup> WEConnect International website. Accessed March 8, 2021 at <https://weconnectinternational.org/asia-pacific/>

<sup>201</sup> Accenture. (2020). *Businesswomen Grow Economies Singapore is Next: The S\$95 Billion Opportunity*. Available at: [https://media-weconnectinternational-org.s3.amazonaws.com/2020%2F09%2FAccenture-paper\\_Women-owned-businesses-in-Singapore\\_final\\_print\\_spreads.pdf](https://media-weconnectinternational-org.s3.amazonaws.com/2020%2F09%2FAccenture-paper_Women-owned-businesses-in-Singapore_final_print_spreads.pdf)

## WeEmpowerAsia's INCUBATOR PROGRAMME, INDUSTRY DISRUPTOR<sup>202</sup>



Industry Disruptor is an incubation and mentorship initiative launched by WEA in 2020. It provides select entrepreneurs the opportunity to learn from top industry experts and develop feasible and inclusive solutions to top sustainability problems in the fashion supply chain. The top ventures have the opportunity to partner with industry leaders such as H&M and

Tchibo to co-create solutions while gaining individual coaching, business skills, and market access. The incubator highlights the value of investing in programmes and partnerships. It has helped to harness women entrepreneurs' potential, brought significant benefits to businesses, and drove society closer towards gender equality (SDG 5).

## FINANCIAL ALLIANCE FOR WOMEN AND THE IMPACT OF COLLABORATIVE PARTNERSHIPS FOR WOMEN ENTREPRENEURS



Financial Alliance for Women (FAW) is already bringing together international organisations and banks based in EU and OECD countries with emerging market banks that want to develop value propositions for women. A FAW member bank, BRED Bank Cambodia, developed the Shine Initiative based on research with a hundred businesswomen. The Shine Initiative has four pillars to support women:

1. Shine Better Business Academy, which teaches essential skills to business owners, with a special focus on the needs of women;
2. BREDfast Talks, providing information, instruction and networking services for businesswomen;
3. Women's Awards to inspire and create role models; and
4. Financial services such as loans.<sup>203</sup>

<sup>202</sup> UN Women. (2020). *India's Sustainable Fashion Ecosystem Gets A Boost From 80 Top Innovators*. Available at: <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/08/indias-sustainable-fashion-ecosystem-gets-a-boost-from-80-top-innovators>

<sup>203</sup> Financial Alliance for Women. *About BRED Bank Cambodia*. Accessed on: September 15, 2020. Available at: <https://financialallianceforwomen.org/members/bred-bank-cambodia/>





Photo: © UN Women / Pathumporn Thongking



ANNEXES







# Annex 1: Methodology

## Annex 1.1. Overall Methodology

The following section describes the methodology that was employed to meet the study objectives. The review consisted of:

- 1. Part I:** Desk review of current national policies and policy gaps in the ASEAN member states
  1. Compilation of indicators from Women, Business and the Law Report 2019/2020, World Economic Forum Gender Parity Index 2019/2020, and other respective databases; Deloitte Global Center for Corporate Governance 2019, Social Institution and Gender Index, and the World Bank enterprise surveys.
  2. Desk review of SEC and stock exchanges in the ASEAN region, as well as China and India.
- 2. Part II:** WEP aligned practices of corporations in ASEAN member states
  1. Comparative assessment of gender indexes: Desk Review of 2019/2020 reports, frameworks and criteria of Bloomberg GEI, Equileap, 2x Challenge and BSR WEP Gender Gap Analysis Tool reports.
  2. Identification and review of gender reporting practices from top 75 companies in ASEAN;
- 3. Part I & II: Key informant interviews (KIIs)** with informants from companies, public sector stakeholders, and women's advocacy organisations. Value for Women team interviewed 8 company, stock exchange and advocacy organisation stakeholders and 6 UN Women staff members.
- 4. Part III:** The recommendations for policymakers, companies and advocacy organisations were developed based on analysing the combined findings of Part I and Part II.

The sources used for the WEPs Public Policy Roadmap were:

- 1. Women, Business and the Law Database (2019/2020):** An annual report that analyses laws and regulations affecting women's economic inclusion in 190 economies. While celebrating progress made, the data and analysis emphasize the work still to be done to ensure economic empowerment for all.
- 2. International Labour Organization Gender Equality Conventions website:** The ILO Conventions cover a wide area of social and labour issues including basic human rights, minimum wages, industrial relations, employment policy, social dialogue, social security and other issues. ILO Conventions concerning gender-specific issues have a long history. As early as 1919, at the year when the ILO was founded, the Organization adopted the first two Conventions on women (No.3 on maternity protection, and No.4 on night work for women). Convention No.3 was revised several times - for the latest time in the year of 2000 (Convention No. 183).

3. **Alliance for Financial Inclusion Reports:** AFI is the leading global organisation on issues pertaining to financial inclusion policy and regulation. It is a member-owned network and in 2011 it launched the Maya Declaration outlining multiple goals pertaining to financial inclusion. In 2017, the Gender and Women's Financial Inclusion Committee (GWFIG) called on AFI members to halve the gender gap in each of their countries by 2021 and setting specific targets on gender diversity and women's financial inclusion, in line with the Maya Declaration.
4. **ILOSTAT:** The ILO Department of Statistics is the focal point to the United Nations on labour statistics. They develop international standards for better measurement of labour issues and enhanced international comparability; provide relevant, timely and comparable labour statistics; and help ILO Member States develop and improve their labour statistics.
5. **World Economic Forum Global Gender Gap Report 2020:** The Global Gender Gap serves as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time. The index benchmarks national gender gaps on economic, education, health and political criteria, and provides country rankings that allow for effective comparisons across regions and income groups.<sup>204</sup>

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<sup>204</sup> World Economic Forum (2019). Global Gender Gap Report 2020. Available at: [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)



## Annex 1.2: Key Country Outcome Sources

The sources used for the WEPs Public Policy Roadmap and the WEPs Country Public Policy Roadmap Scorecard indicators can be found in the table below.

WEP	Outcome Indicator	Source
WEP 1	<ul style="list-style-type: none"> <li>Number of companies that are WEPs signatories (as of January 31, 2021)</li> </ul>	<ul style="list-style-type: none"> <li>UN Women, Women's Empowerment Principles</li> </ul>
WEP 2	<ul style="list-style-type: none"> <li>Percent board seats held by women (2018)</li> <li>Percent labour force participation rate (ages 15 and older) (2018)</li> <li>Wage Equality for Similar Work Score (2018)</li> <li>Proportion of time spent on unpaid domestic and care work, female (percent of 24-hour day)<sup>206</sup></li> </ul>	<ul style="list-style-type: none"> <li>WEF Gender Parity Index / Deloitte., 2019. Data-driven change Women in the boardroom: A global perspective. <i>Global Center for Corporate Governance</i>, Sixth edition.</li> <li>International Labour Organization (ILO), ILOSTAT database</li> <li>World Economic Forum (WEF), Gender Parity Index. WEF, Executive Opinion Survey.<sup>205</sup></li> <li>The World Bank, World Bank Open Data</li> </ul>
WEP 3	<ul style="list-style-type: none"> <li>Percent of women who experience violence in their lifetime (2018)</li> </ul>	<ul style="list-style-type: none"> <li>WEF Gender Parity Index / UN Women's ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use (2018)</li> </ul>
WEP 4	<ul style="list-style-type: none"> <li>Percent professional and technical workers (2018)</li> </ul>	<ul style="list-style-type: none"> <li>International Labour Organization (ILO), ILOSTAT database</li> </ul>
WEP 5	<ul style="list-style-type: none"> <li>Percent of firms with a female top manager (2016)<sup>207</sup></li> <li>Percent of women with transaction account at a financial institution or with mobile money-service provider (female population ages 15 and older) (2017)</li> </ul>	<ul style="list-style-type: none"> <li>The World Bank, World Bank Enterprise Surveys</li> <li>The World Bank, World Bank Financial Inclusion Index (Findex)</li> </ul>
Other	<ul style="list-style-type: none"> <li>UNDP Gender Inequality Index 2019 score and rank out of 189 countries</li> </ul>	<ul style="list-style-type: none"> <li>UNDP, Gender Inequality Index (GII)</li> </ul>
Other	<ul style="list-style-type: none"> <li>World Economic Forum (WEF) - Global Gender Gap Index 2020 score and rank out of 153 countries</li> </ul>	<ul style="list-style-type: none"> <li>World Economic Forum (WEF), Global Gender Gap Report 2020</li> </ul>
Other	<ul style="list-style-type: none"> <li>World Economic Forum (WEF) - Economic Participation &amp; Opp. 2020 Score and rank out of 153 countries</li> </ul>	<ul style="list-style-type: none"> <li>World Economic Forum (WEF), WEF Gender Parity Index</li> </ul>
Other	<ul style="list-style-type: none"> <li>Women, Business and the Law Index Score 2020</li> </ul>	<ul style="list-style-type: none"> <li>The World Bank, World Business and the Law Report</li> </ul>

<sup>205</sup> Response to the survey question, In your country, for similar work, to what extent are wages for women equal to those of men? (1 = not at all significantly below those of men; 7 = fully equal to those of men).

<sup>206</sup> Due to the scarcity and rare periodicity of this indicator, it was not included in the individual country scorecards.

<sup>207</sup> The World Bank Enterprise Surveys includes data points on small, medium, and large enterprises, which is why this indicator represents enterprise development (WEP 5).



## Annex 1.3: WEPs Public Policy Roadmap Sources

The sources used for the WEPs Public Policy Roadmap and the WEPs Country Public Policy Roadmap Scorecard indicators can be found in the table below.

WEP	Indicators	Sources
1.	<p><b>Ratification of international gender commitments</b></p> <ul style="list-style-type: none"> <li>• The Convention on the Elimination of All Forms of Discrimination Against Women, 1979</li> <li>• ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013</li> <li>• Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010</li> <li>• ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017</li> </ul> <p><b>Gender-responsive budgeting</b></p> <ul style="list-style-type: none"> <li>• Does the country have gender responsive budgeting legislation strategies, directives or policy guidelines?</li> </ul>	<p>ILO - Information System on International Labour Standards</p> <p>UNW Gender-Responsive Budgeting in the Asia Pacific Region</p>
2.	<p><b>Women on boards legislation or policies</b></p> <ul style="list-style-type: none"> <li>• Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?</li> </ul> <p><b>International commitments: Maternity, Workers and Families, and Human Rights</b></p> <ul style="list-style-type: none"> <li>• C183 - Maternity Protection Convention, 2000 (No. 183)</li> <li>• C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981</li> <li>• Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?</li> </ul> <p><b>Laws on gender equality in the world of work, business, parenthood, and care</b></p> <ul style="list-style-type: none"> <li>• Can a woman get a job in the same way as a man? *</li> <li>• Does the law prohibit discrimination in employment based on gender? *</li> <li>• Does the law mandate equal remuneration for work of equal value? *</li> <li>• Can women work in jobs deemed dangerous in the same way as men? *</li> <li>• Are women able to work in the same industries as men? *</li> <li>• Is paid leave of at least 14 weeks available to mothers? *</li> <li>• Is dismissal of pregnant workers prohibited? *</li> <li>• Is paid leave available to fathers? *</li> <li>• Is there paid parental leave? *</li> <li>• Does the government administer 100% of maternity leave benefits?*</li> <li>• Does the country have a policy framework regarding menstruation and women in the workplace?*</li> <li>• Are the ages at which men and women can retire with full pension benefits equal?*</li> <li>• Are the ages at which men and women can retire with partial pension benefits equal?*</li> </ul> <p><b>Pay Equity and Care Work Programmes</b></p> <ul style="list-style-type: none"> <li>• Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity</li> <li>• Country has national care work (i.e. childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.</li> </ul>	<p>CEDAW Reports; national securities and exchange commissions and stock exchanges</p> <p>ILO - Information System on International Labour Standards</p> <p>World Bank's Women, Business and the Law (WBL) database (2020)</p> <p>CEDAW, ILO Decent Work Programmes, Equal Pay International Coalition</p>

WEP	Indicators	Sources
3.	<b>Laws and international commitments on Sexual Harassment</b> <ul style="list-style-type: none"> <li>• C190 - Violence and Harassment Convention, 2019 (No. 190)</li> <li>• Is there legislation on sexual harassment in employment?*</li> <li>• Are there criminal penalties or civil remedies for sexual harassment in employment?*</li> </ul> <b>ILO fundamental conventions and Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy</b> <ul style="list-style-type: none"> <li>• ILO Fundamental Conventions</li> <li>• Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</li> </ul>	<p>ILO - Information System on International Labour Standards</p> <p>WBL database (2020)</p> <p>ILO - Information System on International Labour Standards</p>
4.	<b>Women's professional development and non-traditional occupations</b> <ul style="list-style-type: none"> <li>• Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g. women in STEM in CEDAW).</li> <li>• Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g. women in STEM) in Decent Work Programme.</li> </ul>	CEDAW, ILO Decent Work Programme
5.	<b>Supplier diversity or women's procurement.</b> <ul style="list-style-type: none"> <li>• Does the country have legislation regarding supplier diversity or women's procurement in the public sector?</li> <li>• Does the country have programs regarding supplier diversity or women's procurement?</li> </ul> <b>Women's financial inclusion</b> <ul style="list-style-type: none"> <li>• Does the country have a National Financial Inclusion Strategy?*</li> <li>• Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?*</li> <li>• Does the National Financial Inclusion Strategy have a sex-disaggregated indicator or gender-related target?</li> </ul> <b>Women's ability to start and run a business</b> <ul style="list-style-type: none"> <li>• Does the law prohibit discrimination in access to credit based on gender?*</li> <li>• Does the law grant equal ownership over immovable assets (property rights)?*</li> <li>• Can a woman sign a contract in the same way as a man?*</li> <li>• Can a woman register a business in the same way as a man?*</li> <li>• Can a woman open a bank account in the same way as a man?*</li> </ul> <b>Gender stereotypes</b> <ul style="list-style-type: none"> <li>• Does the country have gender stereotype, anti-bullying or other type of gender policy or strategy that seeks to change gender norms in the private sector?*</li> </ul> <b>ASEAN SME Policy Index</b> - Inclusive entrepreneurship for women score	<p>CEDAW; ILO Decent Work Programme; Review of international organisation and government reports</p> <p>Review of national financial inclusion strategies; Alliance for Financial Inclusion</p> <p>WBL database (2020)</p> <p>CEDAW; ILO Decent Work Programme</p> <p>ASEAN SME Policy Index</p>
6.	<b>Multi-stakeholder initiatives for gender equality</b> <ul style="list-style-type: none"> <li>• Does the country have a national <u>private</u> sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies? **</li> <li>• Does the country have a <u>multi-stakeholder partnership</u> of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship? **</li> </ul>	Review of international organisation and government reports; key informant interviews with private sector stakeholders; CEDAW; ILO Decent Work Programme
7.	<b>WEP-related reporting mandates</b> <ul style="list-style-type: none"> <li>• Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?*</li> <li>• Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?</li> <li>• Does the country mandate reporting on WEP Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?*</li> </ul>	CEDAW Reports; national securities and exchange commissions and stock exchanges; Review of national financial inclusion strategies; Alliance for Financial Inclusion

\*Indicator from the World Bank's Women, Business and the Law database.

\*\* Indicators are not standardized and were created by Value for Women to match the respective WEP





## Annex 1d: Methodology for Top 75 Companies in ASEAN Review

UN Women and Value for Women carried out a mapping of practices and actions by private corporations in the nine ASEAN member states that address issues related to gender equality and that are in alignment with the WEPs.

The assessment was based on publicly available information regarding the gender-related practices of corporations in ASEAN. The mapping focused on identifying good practices of reporting that can be replicated widely across sectors and countries. We reviewed the annual and sustainability reports for all companies (where available),<sup>208</sup> as well as company websites. The assessment contains two samples of companies:

**75 large publicly held companies** from nine (9) ASEAN member states were selected through the following process:

- Companies from Indonesia, Malaysia, Philippines, Singapore, Thailand, Vietnam, China and India were selected from the Forbes Asia's Best Over A Billion companies list.
- In Myanmar, Cambodia and Lao PDR, no companies were represented in the Forbes Asia Best Over a Billion list, so companies for the analysis were selected through a hybrid methodology. These were selected as follows: the 5 largest companies in Cambodia listed on the Cambodia Securities Exchange;<sup>209</sup> 10 largest companies by market capitalization on the Lao PDR Stock Exchange were chosen for review;<sup>210</sup> and the largest 6 companies in the Yangon Stock Exchange in Myanmar.<sup>211</sup>
- No companies were chosen from Brunei Darussalam because of a lack of publicly listed companies and of public information on the largest companies. An initial analysis of large companies in Brunei Darussalam top economic sectors was developed, but there was no publicly available data (e.g., annual reports) to be able to complete the analysis.

Additionally, the list of selected companies was cross-referenced with the WEPs signatories database to identify which of these companies had signed the WEPs.

<sup>208</sup> Some companies do not produce sustainability reports.

<sup>209</sup> <http://csx.com.kh/data/lstcom/listPosts.do?MNCD=50101> as per 20 May 2020

<sup>210</sup> <http://www.lsx.com.la/> as per 20 May 2020

<sup>211</sup> <https://ysx-mm.com/listing/company/> as per 30 May 2020



# Annex 2: WEPs Public Policy Roadmap Summary for All ASEAN Member States

Below is the summary of the Country Public Policy Roadmaps from Annex 3, showing in one glance the changes needed to meet WEP indicators across ASEAN member states.

WEPs Public Policy Table for all ASEAN Member States

WEP Indicators	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Vietnam
<b>1. High-level corporate leadership</b>										
<b>Ratification of two or more international gender commitments</b>										
The Convention on the Elimination of All Forms of Discrimination Against Women	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>Gender-responsive budgeting</b>										
Does the country have gender responsive budgeting legislation?	N	N	Y	Y	N	N	Y	N	N	Y
Does the country have a gender responsive budgeting national plan/strategy?	N	N	Y	N	N	N	Y	N	N	N
Does the country have gender responsive budgeting directives or guidelines?	N	N	Y	Y	N	N	Y	N	N	N
<b>2. Treat all women and men fairly at work without discrimination</b>										
<b>Women on board legislation and policies</b>										
Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?	N	N	N	N	Y	N	N	N	N	N
<b>Parental and family protection conventions</b>										
C183 - Maternity Protection Convention, 2000 (No. 183)	N	N	N	N	N	N	N	N	N	N
C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981	N	N	N	N	N	N	N	N	N	N
Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?	N	N	N	N	N	N	N	N	Y	N
<b>Laws on pay, employment, parenthood, and pensions</b>										
Can a woman get a job in the same way as a man?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Does the law prohibit discrimination in employment based on gender?	N	Y	Y	Y	N	N	Y	N	Y	Y

## WEP Indicators

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Vietnam
Does the law mandate equal remuneration for work of equal value?	N	N	N	N	N	N	Y	N	Y	Y
Can women work in jobs deemed dangerous in the same way as men?	Y	Y	Y	Y	N	Y	Y	Y	N	N
Are women able to work in the same industries as men?	Y	Y	Y	Y	N	Y	Y	Y	N	N
Is paid leave of at least 14 weeks available to mothers?	N	N	N	Y	N	Y	Y	Y	N	Y
Is dismissal of pregnant workers prohibited?	N	Y	Y	Y	N	Y	Y	Y	Y	Y
Is paid leave available to fathers?	N	N	Y	Y	N	Y	Y	Y	N	Y
Is there paid parental leave?	N	N	N	N	N	N	N	Y	N	Y
Does the government administer 100% of maternity leave benefits?	N	N	N	Y	N	Y	Y	Y	N	Y
Does the country have a policy framework regarding menstruation and women in the workplace?	Y	N	Y	N	N	N	N	N	N	Y
Are the ages at which men and women can retire with full pension benefits equal?	N	N	N	N	Y	N	N	N	N	N
Are the ages at which men and women can retire with partial pension benefits equal?	N	N	N	N	Y	N	N	N	N	N
<b>Programmes on pay equity and care work</b>										
Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity	N	Y	Y	N	N	N	N	Y	N	N
Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.	N	N	Y	N	Y	N	Y	Y	Y	N
<b>3. Employee health, well-being, and safety</b>										
<b>Ratification of C190 Violence and Harassment Convention</b>										
C190 - Violence and Harassment Convention, 2019 (No. 190)	N	N	N	N	N	N	N	N	N	N
<b>Legislation on Sexual Harassment in Employment</b>										
Is there legislation on sexual harassment in employment?	N	Y	N	Y	Y	N	Y	Y	Y	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	N	Y	N	Y	N	N	Y	Y	Y	Y
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>										
ILO Fundamental Conventions	N	Y	Y	N	N	N	Y	N	N	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>										
<b>4. Promote education, training and professional development for women</b>										
<b>Programmes for women in STEM and technical workers</b>										
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N	N	Y	N	Y	N	N	N	N	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N	N	N	N	N	N	Y	N	Y	N

## WEP Indicators

Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Vietnam
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### 5. Enterprise development, supply chain and marketing practices

#### Gender-responsive procurement

Legislation or programs regarding supplier diversity or gender-responsive procurement?	N	N	N	N	N	N	N	N	N
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#### Gender in the National Financial Inclusion strategy

Does the country have a National Financial Inclusion Strategy?	N	Y	Y	N	Y	Y	Y	Y	N
Does the National Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N	N	N	N	N	N	N	N	N
Does the National Financial Inclusion Strategy have a sex-disaggregated indicator or gender-related target?	N	N	N	N	Y	N	N	N	N

#### Laws on access to resources, assets and financial services

Does the law prohibit discrimination in access to credit based on gender?	N	Y	N	Y	Y	N	Y	N	Y
Does the law grant equal ownership over immovable assets (property rights)?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Can a woman register a business in the same way as a man?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Can a woman open a bank account the same way as men?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Can a woman sign a contract in the same way as a man?	Y	Y	N	Y	Y	Y	Y	Y	Y

#### Gender stereotype policy or strategy

Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N	N	N	N	N	N	N	N	N
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#### ASEAN SME Policy Index

ASEAN SME Policy Index - Inclusive entrepreneurship for women score	2.05	3.06	3.18	2.47	4.22	1.82	4.9	4.34	2.56	2.55
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### 6. Community initiatives and advocacy

#### Multi-stakeholder partnerships to promote gender equality in the private sector

Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N	N	N	N	Y	N	N	Y	N	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N	N	N	N	N	N	Y	Y	Y	N

### 7. Measure and reporting

#### WEP reporting indicators

Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N	N	N	N	Y	N	N	N	N	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N	N	N	N	N	N	N	N	N	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N	N	N	N	N	N	Y	Y	N	N



## Annex 3: WEPs Country Public Policy Roadmap Scorecards

Each WEPs Country Public Policy Roadmap Scorecard contains three sections:

1. WEPs Country Policy Assessment, in a single table recommending if the country should Sustain, Prioritize or Deepen it's actions for each WEP area (for the WEP areas, see the bolded titles in column two of Figure 8: WEPs Public Policy Roadmap).
2. WEPs Country Policy Assessment Narrative, providing narrative analysis on those indicators.
3. WEPs Country Public Policy Roadmap, showing the changes needed for the country to meet WEP indicators.





## Brunei Darussalam



# WEPs Country Policy Assessment Narrative

Brunei Darussalam ranks 95 in the World Economic Forum (WEF) Global Gender Gap Index, scoring at 0.686; 2<sup>th</sup> in the Economic Participation and Opportunity sub-index; and is performing below average compared with its peers in the ASEAN region in terms of laws, private sector regulations, economic inclusion, and programmes tracked by the WEPs Public Policy Roadmap.

















However, in order for Brunei Darussalam to improve gender equality in the private sector, it needs to prioritize all of the WEP areas; **WEP 1** (High-level corporate leadership for gender equality), **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 3** (Employee health, well-being, and safety), **WEP 4** (Education and training for career advancement), **WEP 5** (Enterprise development, supply chain and marketing practices that empower women), **WEP 6** (Community initiatives and advocacy) and **WEP 7** (Measurement and reporting).

Further, the Government of Brunei Darussalam should consider developing a NAP on Business and Human Rights and ratifying all of the ILO Fundamental Conventions as well as ILO Conventions: C111 Convention concerning Discrimination in Respect of Employment and Occupation; C100 Equal Remuneration Convention; C183 Convention concerning the Revision of the Maternity Protection Convention, 2000; C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention.

# Brunei Darussalam

## WEPs Country Policy Assessment

WEP	Key country outcomes	Gender Index Rankings
1	Number of companies that are WEPs signatories	2
2	% board seats held by women in 2018	-
	% labour force participation rate (ages 15 and older) in 2019	W: 62% M: 76%
	Wage Equality for Similar Work Score in 2019 <sup>212</sup>	0.645
3	% women who experience violence in lifetime in 2018	-
4	% professional and technical workers in 2018	W: 48.5% M: 51.5%
5	% of firms with a female top manager in 2016	-
	% women with transaction account at a financial institution / MSP in 2017	-
		UNDP Gender Inequality Index 2019 score and rank out of 189 countries
		0.225 (Rank 60)
		World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153
		0.686 (Rank 95)
		World Economic Forum (WEF) – Economic Participation and Opportunity 2020 score and rank out of 153
		0.752 (Rank 28)
		Women, Business and the Law Index 2020 score
		53.1/100

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>212</sup> The World Economic Forum's wage equality are scored from 0–1, where 1 represents equal pay between women and men who are working in a similar position.

### Roadmap Indicators

Brunei  
Darussalam

#### 1. High-level corporate leadership for gender equality

##### Ratification of two or more international gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women	Y
ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013	Y
Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010	Y
ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017	Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation?	N
Does the country have a gender responsive budgeting national plan/strategy?	N
Does the country have gender responsive budgeting directives or guidelines?	N

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation or policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?	N
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##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183)	N
C156 - Workers with Family Responsibilities Convention (No. 156)	N
Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?	N

##### Laws on pay, employment, parenthood, and pensions

Can a woman get a job in the same way as a man?	Y
Does the law prohibit discrimination in employment based on gender?	N
Does the law mandate equal remuneration for work of equal value?	N
Can women work in jobs deemed dangerous in the same way as men?	Y
Are women able to work in the same industries as men?	Y
Is paid leave of at least 14 weeks available to mothers?	N
Is dismissal of pregnant workers prohibited?	N
Is paid leave available to fathers?	N
Is there paid parental leave?	N
Does the government administer 100% of maternity leave benefits?	N
Does the country have a policy framework regarding menstruation and women in the workplace?	Y
Are the ages at which men and women can retire with full pension benefits equal?	Y

Are the ages at which men and women can retire with partial pension benefits equal?	Y
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##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity.	N
Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.	N

<b>3. Employee health, well-being and safety</b>	
<b>Ratification of C190 Violence Harassment Convention</b>	
C190 - Violence and Harassment Convention, 2019 (No. 190)	N
<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	N
Are there criminal penalties or civil remedies for sexual harassment in employment?	N
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	N
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N
Does the Financial Inclusion Strategy mention a women and gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	N
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score (1 being lowest and 6 highest score)	2.05
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



## Cambodia



# WEPs Country Policy Assessment Narrative

Cambodia ranks 89<sup>th</sup> in the World Economic Forum (WEF) Global Gender Gap Index, scoring 0.694 in 2020; 25<sup>th</sup> in the Economic Participation and Opportunity sub-index 2020; and performs in line with its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. Based on the WEPs Public Policy Roadmap review, Cambodia is performing well in **WEP 3** (Ensure the health, safety and well-being of all women and men workers), and **WEP 5** (Implement enterprise development, supply chain and marketing practices that empower women).

However, in order for Cambodia to improve gender equality in the private sector, it needs to prioritize **WEP 1** (High-level corporate leadership), **WEP 2** (Treat all women and men fairly at work without non-discrimination), **WEP 4** (Education and training for career advancement), **WEP 5 metric** on supplier diversity or gender-responsive procurement and including gender in NFIS, **WEP 6** (Community initiatives and advocacy) and **WEP 7** (Measurement and reporting).

Further, the Government of Cambodia should consider developing a NAP on Business and Human Rights and ratifying the following ILO conventions: No. 183 Maternity Protection Convention; C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention.

### IN FOCUS

## SME DEVELOPMENT, CAMBODIA



















The Government of Cambodia can also help promote women's entrepreneurship by including gender as a top priority and objective in its national financial inclusion strategy. Cambodia has a national financial sector strategy (2011-2020) to promote financial inclusion and is a member of the Alliance for Financial Inclusion.

However, there are no specific objectives to promote women financial inclusion. Examples of good practice can be seen at the National Bank of Cambodia, which collects sex-disaggregated data on account ownership, credit, and savings; and is using sex-disaggregated data to inform its policy and strategy for financial inclusion.<sup>213</sup>

<sup>213</sup> Alliance for Financial Inclusion. (2017). *Sex-disaggregated Data Toolkit: How to Leverage Sex-disaggregated Financial Inclusion Data To Accelerate Women's Financial Inclusion*. Guidance note no. 26. Accessed at: [https://www.afi-global.org/sites/default/files/publications/2017-01/FID\\_guideline%20note\\_26\\_AW\\_digital\\_0.pdf](https://www.afi-global.org/sites/default/files/publications/2017-01/FID_guideline%20note_26_AW_digital_0.pdf)



WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	2	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.474 (Rank 117)
2	% board seats held by women in 2018	-	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.694 (Rank 89)
	% labour force participation rate (ages 15 and older) in 2018	W: 77% M: 89%		
	Wage Equality for Similar Work Score in 2018	0.686	World Economic Forum (WEF) - Economic Participation and Opportunity 2020 score and rank out of 153	0.759 (Rank 25)
3	% women who experience violence in lifetime in 2018	14%	Women, Business and the Law Index 2020 score	75.0/100
4	% professional and technical workers in 2018	W: 42.7% M: 57.3%		
5	% of firms with a female top manager in 2016	57.3%		
	% women with transaction account at a financial institution / MSP in 2017	22%		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

### WEP Indicators

Cambodia

#### 1. High-level corporate leadership

##### Ratification of two or more international gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women	Y
ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013	Y
Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010	Y
ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017	Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation?	N
Does the country have a gender responsive budgeting national plan/strategy?	N
Does the country have gender responsive budgeting directives or guidelines?	N

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation or policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?	N
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##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183)	N
C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981	N
Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?	N

##### Laws on pay, employment, parenthood and pensions

Can a woman get a job in the same way as a man?	Y
Does the law prohibit discrimination in employment based on gender?	Y
Does the law mandate equal remuneration for work of equal value?	N
Can women work in jobs deemed dangerous in the same way as men?	Y
Are women able to work in the same industries as men?	Y
Is paid leave of at least 14 weeks available to mothers?	N
Is dismissal of pregnant workers prohibited?	Y
Is paid leave available to fathers?	N
Is there paid parental leave?	N
Does the government administer 100% of maternity leave benefits?	N
Does the country have a policy framework regarding menstruation and women in the workplace?	N
Are the ages at which men and women can retire with full pension benefits equal?	N
Are the ages at which men and women can retire with partial pension benefits equal?	N

##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity	Y
Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.	N

#### 3. Employee health, well-being and safety

##### Ratification of C190 Violence and Harassment Convention

C190 - Violence and Harassment Convention, 2019 (No. 190)	N
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<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	Y
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	Y
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	Y
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	3.06
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	Y
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



## Indonesia



















# WEPs Country Policy Assessment Narrative

Indonesia ranks 85th in the World Economic Forum (WEF) Global Gender Gap Index, scoring 0.7 in 2020; 68<sup>th</sup> in the Economic Participation and Opportunity sub-index in 2020; and performs in line with its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. Based on the WEPs Public Policy Roadmap, Indonesia is performing well **WEP 1** (High-level corporate leadership).

However, in order for Indonesia to improve gender equality in the private sector, it needs to prioritize **WEP 3** (Employee health, well-being and safety), **WEP 4** (Education and training for career advancement), and **WEP 5** (Enterprise development, supply chain and marketing practices), **WEP 6** (Community initiatives and advocacy) and **WEP 7** (Measurement and reporting).

Further, the Government of Indonesia should consider finalizing its development of a NAP on Business and Human Rights and ratifying the following ILO Conventions: No. 183 Maternity Protection Convention; C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention.

WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	63	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.480 (Rank 121)
2	% board seats held by women in 2018	-	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.70 (Rank 85)
	% labour force participation rate (ages 15 and older) in 2019	W: 54% M: 84%		
	Wage Equality for Similar Work Score in 2019 <sup>214</sup>	0.645	World Economic Forum (WEF) – Economic Participation and Opportunity 2020 score and rank out of 153	0.685 (Rank 68)
3	% women who experience violence in lifetime in 2018	-	Women, Business and the Law Index 2020 score	64.4/100
4	% professional and technical workers in 2018	W: 49.1% M: 50.9%		
5	% of firms with a female top manager in 2016	22.1%		
	% women with transaction account at a financial institution / MSP in 2017	51%		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>214</sup> The World Economic Forum's wage equality are scored from 0–1, where 1 represents equal pay between women and men who are working in a similar position.

### WEP Indicators

Indonesia

#### 1. High-level corporate leadership

##### Ratification of two or more international gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women Y

ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013 Y

Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010 Y

ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017 Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation? Y

Does the country have a gender responsive budgeting national plan/strategy? Y

Does the country have gender responsive budgeting directives or guidelines? Y

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation or policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards? N

##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183) N

C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981 N

Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality? N

##### Laws on pay, employment, parenthood, and pensions

Can a woman get a job in the same way as a man? Y

Does the law prohibit discrimination in employment based on gender? Y

Does the law mandate equal remuneration for work of equal value? N

Can women work in jobs deemed dangerous in the same way as men? Y

Are women able to work in the same industries as men? Y

Is paid leave of at least 14 weeks available to mothers? N

Is dismissal of pregnant workers prohibited? Y

Is paid leave available to fathers? Y

Is there paid parental leave? N

Does the government administer 100% of maternity leave benefits? N

Does the country have a policy framework regarding menstruation and women in the workplace? Y

Are the ages at which men and women can retire with full pension benefits equal? N

Are the ages at which men and women can retire with partial pension benefits equal? N

##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity N

Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving. Y

#### 3. Employee health, well-being and safety

##### Ratification of C190 Violence and Harassment Convention

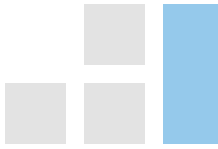
C190 - Violence and Harassment Convention, 2019 (No. 190) N



<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	N
Are there criminal penalties or civil remedies for sexual harassment in employment?	N
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	Y
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	Y
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	Y
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	Y
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	N
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	N
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	3.18
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



Lao PDR



















## WEPs Country Policy Assessment Narrative

Lao PDR ranks 43<sup>rd</sup> in the World Economic Forum (WEF) Global Gender Gap Index, scoring at 0.731; in the Economic Participation and Opportunity sub-index; and is performing below average compared with its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. The WEPs area that Lao PDR excels at is **WEP 5** on lack of disparities in laws for owning a business and accessing credit.

However, in order for Lao PDR to improve gender equality in the private sector, it needs to prioritize the following WEPs areas: **WEP 1** (High-level corporate leadership), **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 4** (Education and training for career advancement), **WEP 5** (Enterprise development, supply chain and marketing practices), **WEP 6** (Community initiatives and advocacy) and **WEP 7** (Measurement and reporting).

Further, the Government of Lao PDR should consider developing a NAP on Business and Human Rights and ratifying the ILO Convention No. 111 Convention concerning Discrimination in Respect of Employment and Occupation, ILO Convention No. 100 Equal Remuneration Convention, ILO Convention No. 183 Convention concerning the Revision of the Maternity Protection Convention, C156 Workers with Family Responsibilities Convention, and C190 Violence and Harassment Convention.

WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	15	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.459 (Rank 113)
2	% board seats held by women in 2018	-	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.731 (Rank 43)
	% labour force participation rate (ages 15 and older) in 2019	W: 81% M: 82%		
	Wage Equality for Similar Work Score in 2019 <sup>215</sup>	0.645	World Economic Forum (WEF) – Economic Participation and Opportunity 2020 score and rank out of 153	0.839 (Rank 3)
3	% women who experience violence in lifetime in 2018	-	Women, Business and the Law Index 2020 score	88.1/100
4	% professional and technical workers in 2018	W: 50.4% M: 49.6%		
5	% of firms with a female top manager in 2016	43.1%		
	% women with transaction account at a financial institution / MSP in 2017	-		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>215</sup> The World Economic Forum's wage equality are scored from 0–1, where 1 represents equal pay between women and men who are working in a similar position.

**WEP Indicators**

Lao PDR

**1. High-level corporate leadership**
**Ratification of two or more international gender commitments**

The Convention on the Elimination of All Forms of Discrimination Against Women Y

ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013 Y

Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010 Y

ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017 Y

**Gender-responsive budgeting**

Does the country have gender responsive budgeting legislation? Y

Does the country have a gender responsive budgeting national plan/strategy? N

Does the country have gender responsive budgeting directives or guidelines? Y

**2. Treat all women and men fairly at work without discrimination**
**Women on boards legislation or policies**

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards? N

**Parental and family protection conventions**

C183 - Maternity Protection Convention, 2000 (No. 183) N

C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981 N

Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality? N

**Laws on pay, employment, parenthood, and pensions**

Can a woman get a job in the same way as a man? Y

Does the law prohibit discrimination in employment based on gender? Y

Does the law mandate equal remuneration for work of equal value? N

Can women work in jobs deemed dangerous in the same way as men? Y

Are women able to work in the same industries as men? Y

Is paid leave of at least 14 weeks available to mothers? Y

Is dismissal of pregnant workers prohibited? Y

Is paid leave available to fathers? Y

Is there paid parental leave? N

Does the government administer 100% of maternity leave benefits? Y

Does the country have a policy framework regarding menstruation and women in the workplace? N

Are the ages at which men and women can retire with full pension benefits equal? N

Are the ages at which men and women can retire with partial pension benefits equal? N

**Programmes on pay equity and care work**

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity N

Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving. N

**3. Employee health, well-being and safety**
**Ratification of C190 Violence and Harassment Convention**

C190 - Violence and Harassment Convention, 2019 (No. 190) N

<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	Y
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	N
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	Y
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	2.47
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	Y
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



Malaysia



## WEPs Country Policy Assessment Narrative

Malaysia ranks 104<sup>th</sup> in the World Economic Forum (WEF) Global Gender Gap Index, scoring 0.677 in 2020; 97<sup>th</sup> in the Economic Participation and Opportunity sub-index in 2020; and performs in line with its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. Based on the WEPs Public Policy Roadmap review, Malaysia is performing well in **WEP 1** (High-level leadership) with being the only ASEAN member state to have quotas for women on boards, and **WEP 5** (Enterprise development, supply chain and marketing).

















However, in order for Malaysia to improve gender equality in the private sector, it needs to prioritize **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 3** (Employee health, well-being and safety), **WEP 4** (Education and training for career advancement), and **WEP 6** (Community initiatives and advocacy).

Further, the Government of Malaysia should consider ratifying ILO Conventions No. 111 Convention concerning Discrimination in Respect of Employment and Occupation, No. 183 Maternity Protection Convention, C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention. The Government of Malaysia did launch the process of developing a NAP on Business and Human Rights on 24 June 2019 and should continue to have it finalized and published.<sup>216</sup>

<sup>216</sup> National Actions Plans on Business and Human Rights. (2020). Malaysia. Available at <https://globalnaps.org/country/malaysia/>.



WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	18	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.253 (Rank 59)
2	% board seats held by women in 2018	20.6%	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.677 (Rank 104)
	% labour force participation rate (ages 15 and older) in 2019	W: 55% M: 81%	World Economic Forum (WEF) – Economic Participation and Opportunity 2020 score and rank out of 153	0.639 (Rank 97)
	Wage Equality for Similar Work Score in 2019 <sup>217</sup>	0.770	Women, Business and the Law Index 2020 score	50.0/100
3	% women who experience violence in lifetime in 2018	-		
4	% professional and technical workers in 2018	W: 44.4% M: 56.6%		
5	% of firms with a female top manager in 2016	26.3%		
	% women with transaction account at a financial institution / MSP in 2017	82%		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>217</sup> The World Economic Forum's wage equality are scored from 0-1, where 1 represents equal pay between women and men who are working in a similar position.

### WEP Indicators

Malaysia

#### 1. High-level corporate leadership

##### Ratification of two or more international gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women Y

ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013 Y

Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010 Y

ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017 Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation? N

Does the country have a gender responsive budgeting national plan/strategy? N

Does the country have gender responsive budgeting directives or guidelines? N

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation or policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards? Y

##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183) N

C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981 N

Does the country have a National Action Plan on Business and Human Rights (NAP) that includes specific objectives or actions to promote gender equality? N

##### Laws on pay, employment, parenthood, and pensions

Can a woman get a job in the same way as a man? Y

Does the law prohibit discrimination in employment based on gender? N

Does the law mandate equal remuneration for work of equal value? N

Can women work in jobs deemed dangerous in the same way as men? Y

Are women able to work in the same industries as men? N

Is paid leave of at least 14 weeks available to mothers? N

Is dismissal of pregnant workers prohibited? N

Is paid leave available to fathers? N

Is there paid parental leave? N

Does the government administer 100% of maternity leave benefits? N

Does the country have a policy framework regarding menstruation and women in the workplace? N

Are the ages at which men and women can retire with full pension benefits equal? Y

Are the ages at which men and women can retire with partial pension benefits equal? Y

##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity N

Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving. Y

#### 3. Employee health, well-being and safety

##### Ratification of C190 Violence and Harassment Convention

C190 - Violence and Harassment Convention, 2019 (No. 190) N

<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	N
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	Y
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N
Does the Financial Inclusion Strategy have a gender inclusive target or indicator in the financial inclusion strategy?	Y
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	Y
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	4.22
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	Y
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



Myanmar



















## WEPs Country Policy Assessment Narrative

Myanmar ranks 114<sup>th</sup> in the World Economic Forum (WEF) Global Gender Gap Index, scoring 0.665 in 2020, 102<sup>nd</sup> in the Economic Participation and Opportunity sub-index in 2020, and performs below average compared with its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. Based on the WEPs Public Policy Roadmap review, Myanmar is performing well on WEP 5 metrics on access to credit.

However, in order for Myanmar to improve gender equality in the private sector it needs to prioritize on all WEPs areas: **WEP 1** (High-level corporate leadership), **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 3** (Employee health, well-being and safety), **WEP 4** (Education and training for career advancement), **WEP 5** (Enterprise development, supply chain and marketing practices), **WEP 6** (Community initiatives and advocacy) and **WEP 7** (Measurement and reporting).

Further, the Government of Myanmar should consider moving forward on the steps it's already taken to develop a NAP on Business and Human Rights and ratifying all of the ILO Fundamental Conventions as well as ILO Conventions: C111 Convention concerning Discrimination in Respect of Employment and Occupation; C100 Equal Remuneration Convention; C183 Convention concerning the Revision of the Maternity Protection Convention, 2000; C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention.

WEP	Key country outcomes	Gender Index Rankings
1	Number of companies that are WEPs signatories	2
2	% board seats held by women in 2018	-
	% labour force participation rate (ages 15 and older) in 2019	W: 52% M: 82%
	Wage Equality for Similar Work Score in 2019 <sup>218</sup>	-
3	% women who experience violence in lifetime in 2018	-
4	% professional and technical workers in 2018	W: 61.4% M: 38.6%
5	% of firms with a female top manager in 2016	41.1%
	% women with transaction account at a financial institution / MSP in 2017	26%
		UNDP Gender Inequality Index 2019 score and rank out of 189 countries 0.479 (Rank 118)  World Economic Forum (WEF) - Global Gender Gap Index 2020 score and rank out of 153 0.665 (Rank 114)  World Economic Forum (WEF) - Economic Participation and Opportunity 2020 score and rank out of 153 0.630 (Rank 102)  Women, Business and the Law Index 2020 score 58.8/100

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>218</sup> The World Economic Forum's wage equality are scored from 0-1, where 1 represents equal pay between women and men who are working in a similar position.

### WEP Indicators

Myanmar

#### 1. High-level corporate leadership

##### Ratification of two or more International gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women	Y
ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013	Y
Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010	Y
ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017	Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation?	N
Does the country have a gender responsive budgeting national plan/strategy?	N
Does the country have gender responsive budgeting directives or guidelines?	N

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation or policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?	N
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##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183)	N
C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981	N
Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?	N

##### Laws on pay, employment, parenthood, and pensions

Can a woman get a job in the same way as a man?	Y
Does the law prohibit discrimination in employment based on gender?	N
Does the law mandate equal remuneration for work of equal value?	N
Can women work in jobs deemed dangerous in the same way as men?	Y
Are women able to work in the same industries as men?	Y
Is paid leave of at least 14 weeks available to mothers?	Y
Is dismissal of pregnant workers prohibited?	Y
Is paid leave available to fathers?	Y
Is there paid parental leave?	N
Does the government administer 100% of maternity leave benefits?	Y
Does the country have a policy framework regarding menstruation and women in the workplace?	N
Are the ages at which men and women can retire with full pension benefits equal?	N
Are the ages at which men and women can retire with partial pension benefits equal?	N

##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity	N
Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.	N

#### 3. Employee health, well-being and safety

##### Ratification of C190 Violence and Harassment Convention

C190 - Violence and Harassment Convention, 2019 (No. 190)	N
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<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	N
Are there criminal penalties or civil remedies for sexual harassment in employment?	N
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
Programmes for women in STEM and technical workers	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	N
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	1.82
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



## Philippines



# WEPs Country Policy Assessment Narrative

Philippines ranks 16th in the World Economic Forum (WEF) Global Gender Gap Index, scoring at 0.781; 14th in the Economic Participation and Opportunity sub-index, and looking at laws and private sector regulations, the Philippines performs above average compared with its peers in the ASEAN region in terms of laws, private sector regulations, and economic. Based on the WEPs Public Policy Roadmap review, Malaysia is performing well in **WEP 1** (High-level corporate leadership), and **WEP 6** (Community initiatives and advocacy).

However, in order for the Philippines to improve gender equality in the private sector, it needs to prioritize **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 3** (Employee health, well-being and safety) and **WEP 5 metrics** on supplier diversity or gender-responsive procurement.

















Further, the Government of Philippines should consider moving forward on the steps it's already taken to develop a NAP on Business and Human Rights and ratifying the ILO Convention No. 183 Convention concerning the Revision of the Maternity Protection Convention, C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention.<sup>219</sup>

<sup>219</sup> While it is acknowledged that the Philippines has passed the Republic Act 11313 that addresses sexual harassment, also known as the Safe Spaces Act, it is still imperative to prioritize C190 - Violence and Harassment Convention.

# Philippines

## WEPs Country Policy Assessment

WEP	Key country outcomes	Gender Index Rankings
1	Number of companies that are WEPs signatories	29
2	% board seats held by women in 2018	13.9%
	% labour force participation rate (ages 15 and older) in 2019	W: 48% M: 76%
	Wage Equality for Similar Work Score in 2019 <sup>220</sup>	0.645
3	% women who experience violence in lifetime in 2018	18%
4	% professional and technical workers in 2018	W: 58.2% M: 41.8%
5	% of firms with a female top manager in 2016	29.9%
	% women with transaction account at a financial institution / MSP in 2017	39%
		UNDP Gender Inequality Index 2019 score and rank out of 189 countries: 0.430 (Rank 104) World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153: 0.781 (Rank 16) World Economic Forum (WEF) – Economic Participation and Opportunity 2020 score and rank out of 153: 0.792 (Rank 14) Women, Business and the Law Index 2020 score: 81.3/100

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>220</sup> The World Economic Forum's wage equality are scored from 0–1, where 1 represents equal pay between women and men who are working in a similar position.

### WEP Indicators

Philippines

#### 1. High-level corporate leadership

##### Ratification of international gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women Y

ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013 Y

Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010 Y

ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017 Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation? Y

Does the country have a gender responsive budgeting national plan/strategy? Y

Does the country have gender responsive budgeting directives or guidelines? Y

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation or policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards? N

##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183) N

C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981 N

Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality? N

##### Laws on pay, employment, parenthood, and pensions

Can a woman get a job in the same way as a man? Y

Does the law prohibit discrimination in employment based on gender? Y

Does the law mandate equal remuneration for work of equal value? Y

Can women work in jobs deemed dangerous in the same way as men? Y

Are women able to work in the same industries as men? Y

Is paid leave of at least 14 weeks available to mothers? Y

Is dismissal of pregnant workers prohibited? Y

Is paid leave available to fathers? Y

Is there paid parental leave? N

Does the government administer 100% of maternity leave benefits? Y

Does the country have a policy framework regarding menstruation and women in the workplace? N

Are the ages at which men and women can retire with full pension benefits equal? N

Are the ages at which men and women can retire with partial pension benefits equal? N

##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity N

Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving. Y

#### 3. Employee health, well-being and safety

##### Ratification of C190 Violence and Harassment Convention

C190 - Violence and Harassment Convention, 2019 (No. 190) N

<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	Y
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	Y
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in CEDAW	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	Y
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	N
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	Y
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other types of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	4.9
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	Y
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	Y
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	Y



## Singapore



# WEPs Country Policy Assessment Narrative

















Singapore ranks 54<sup>th</sup> in the World Economic Forum (WEF) Global Gender Gap Index, scoring at 0.724; 20<sup>th</sup> ranking in the Economic Participation and Opportunity sub-index, and (as an advanced economy) is performing above average with its peers in the ASEAN region in terms of economic inclusion. While looking at laws and private sector regulations, policy frameworks in terms of economic inclusion tend to be gender neutral. Improvement on gender-responsive policy instruments are needed not only for gender equality at the national level but also to set an example as one of the ASEAN member states with an advanced economy. The WEPs area that Singapore excels at is **WEP 5** (Enterprise development, supply chain and marketing practices) and practices related to having an inclusive entrepreneurship ecosystem according to the ASEAN SME Policy Index.

In order for Singapore to improve gender equality in the private sector, it needs to prioritize the following WEPs areas: **WEP 1** (High-level corporate leadership), **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 3** (Employee health, well-being and safety), and **WEP 4** (Education and training for career advancement).

Further, the Government of Singapore should consider developing a NAP on Business and Human Rights and ratifying ILO Conventions No. 111 Convention concerning Discrimination in Respect of Employment and Occupation, No. 183 Convention concerning the Revision of the Maternity Protection Convention, C156 Workers with Family Responsibilities Convention, and C190 - Violence and Harassment Convention.



WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	27	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.065 (Rank 12)
2	% board seats held by women in 2018	13.7%	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.724 (Rank 54)
	% labour force participation rate (ages 15 and older) in 2019	W: 69% M: 83%		
	Wage Equality for Similar Work Score in 2019 <sup>221</sup>	0.645	World Economic Forum (WEF) - Economic Participation and Opportunity 2020 score and rank out of 153	0.782 (Rank 20)
3	% women who experience violence in lifetime in 2018	-	Women, Business and the Law Index 2020 score	82.5/100
4	% professional and technical workers in 2018	W: 47.6% M: 52.4%		
5	% of firms with a female top manager in 2016	-		
	% women with transaction account at a financial institution / MSP in 2017	96%		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>221</sup> The World Economic Forum's wage equality are scored from 0-1, where 1 represents equal pay between women and men who are working in a similar position.

### WEP Indicators

Singapore

#### 1. High-level corporate leadership

##### Ratification of two or more international gender commitments

The Convention on the Elimination of All Forms of Discrimination Against Women Y

ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013 Y

Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010 Y

ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017 Y

##### Gender-responsive budgeting

Does the country have gender responsive budgeting legislation? N

Does the country have a gender responsive budgeting national plan/strategy? N

Does the country have gender responsive budgeting directives or guidelines? N

#### 2. Treat all women and men fairly at work without discrimination

##### Women on boards legislation and policies

Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards? N

##### Parental and family protection conventions

C183 - Maternity Protection Convention, 2000 (No. 183) N

C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981 N

Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality? N

##### Laws on pay, employment, parenthood, and pensions

Can a woman get a job in the same way as a man? Y

Does the law prohibit discrimination in employment based on gender? N

Does the law mandate equal remuneration for work of equal value? N

Can women work in jobs deemed dangerous in the same way as men? Y

Are women able to work in the same industries as men? Y

Is paid leave of at least 14 weeks available to mothers? Y

Is dismissal of pregnant workers prohibited? Y

Is paid leave available to fathers? Y

Is there paid parental leave? Y

Does the government administer 100% of maternity leave benefits? Y

Does the country have a policy framework regarding menstruation and women in the workplace? N

Are the ages at which men and women can retire with full pension benefits equal? N

Are the ages at which men and women can retire with partial pension benefits equal? N

##### Programmes on pay equity and care work

Country has specific national initiative, programme or strategy beyond legislation for promoting pay equity Y

Country has national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving. Y

#### 3. Employee health, well-being and safety

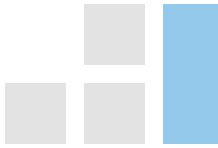
##### Ratification of C190 Violence and Harassment Convention

C190 - Violence and Harassment Convention, 2019 (No. 190) N

<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	Y
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	Y
Does the Financial Inclusion Strategy have a women or gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	N
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other type of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	4.34
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	Y
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N
<b>7. Measure and publicly report on progress to achieve gender equality</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	Y



## Thailand



# WEPs Country Policy Assessment Narrative

Thailand ranks 75<sup>th</sup> in the World Economic Forum (WEF) Global Gender Gap Index, scoring 0.708 in 2020; 22<sup>nd</sup> in the Economic Participation and Opportunity sub-index in 2020, and performs above average compared with its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. Based on the WEPs Public Policy Roadmap review, Thailand is performing well in **WEP 2** (Treat all women and men fairly at work without discrimination), **WEP 4** (Education and training for career advancement), and **WEP 6** (Community initiatives and advocacy). Thailand is the first ASEAN country to adopt a NAP on Business and Human Rights and it promotes gender equality through the elimination of employment discrimination and discrimination in the workplace.<sup>222</sup> Activities are included to review its current Gender Equality Act 2015 and helping people understand and accept gender equality, as well as understand the importance of diversity in the workplace.<sup>223</sup>

However, in order for Thailand to improve gender equality in the private sector, it needs to prioritize **WEP 1** (High-level corporate leadership), **WEP 3** (Employee health, well-being and safety), **WEP 5 metrics** on supplier diversity or gender-responsive procurement and access to credit, and **WEP 7** (Monitoring and reporting).

Further, the Government of Thailand should consider ratifying all of the ILO Fundamental Conventions as well as ILO Conventions: C111 Convention concerning Discrimination in Respect of Employment and Occupation; C100 Equal Remuneration Convention; C183 Convention concerning the Revision of the Maternity Protection Convention, 2000; C156 Workers with Family Responsibilities Convention, and C190 - Violence and Harassment Convention.

















<sup>222</sup> National Action Plans on Business and Human Rights. (2020). Thailand. Accessed at: <https://globalnaps.org/country/thailand/>.

<sup>223</sup> National Action Plans on Business and Human Rights. (2020). 1st National Action Plan on Business and Human Rights (2019-2020). Accessed at: <https://globalnaps.org/wp-content/uploads/2017/11/nap-thailand-en.pdf>.

# Thailand

## WEPs Country Policy Assessment

WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	38	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.359 (Rank 80)
2	% board seats held by women in 2018	13.7%	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.708 (Rank 75)
	% labour force participation rate (ages 15 and older) in 2019	W: 67% M: 82%		
	Wage Equality for Similar Work Score in 2019 <sup>224</sup>	0.749	World Economic Forum (WEF) - Economic Participation and Opportunity 2020 score and rank out of 153	0.776 (Rank 22)
3	% women who experience violence in lifetime in 2018	44%	Women, Business and the Law Index 2020 score	78.1/100
4	% professional and technical workers in 2018	W: 56.6% M: 43.4%		
5	% of firms with a female top manager in 2016	64.8%		
	% women with transaction account at a financial institution / MSP in 2017	80%		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>224</sup> The World Economic Forum's wage equality are scored from 0–1, where 1 represents equal pay between women and men who are working in a similar position.

WEP Indicators	Thailand
<b>1. High-level corporate leadership</b>	
<b>Ratification of two or more international gender commitments</b>	
The Convention on the Elimination of All Forms of Discrimination Against Women	Y
ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013	Y
Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010	Y
ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017	Y
<b>Gender-responsive budgeting</b>	
Does the country have gender responsive budgeting legislation?	N
Does the country have a gender responsive budgeting national plan/strategy?	N
Does the country have gender responsive budgeting directives or guidelines?	N
<b>2. Treat all women and men fairly at work without discrimination</b>	
<b>Women on boards legislation or policies</b>	
Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?	N
<b>Parental and family protection conventions</b>	
C183 - Maternity Protection Convention, 2000 (No. 183)	N
C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981	N
Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?	Y
<b>Laws on pay, employment, parenthood, and pensions</b>	
Can a woman get a job in the same way as a man?	Y
Does the law prohibit discrimination in employment based on gender?	Y
Does the law mandate equal remuneration for work of equal value?	Y
Can women work in jobs deemed dangerous in the same way as men?	N
Are women able to work in the same industries as men?	N
Is paid leave of at least 14 weeks available to mothers?	N
Is dismissal of pregnant workers prohibited?	Y
Is paid leave available to fathers?	N
Is there paid parental leave?	N
Does the government administer 100% of maternity leave benefits?	N
Does the country have a policy framework regarding menstruation and women in the workplace?	N
Are the ages at which men and women can retire with full pension benefits equal?	N
Are the ages at which men and women can retire with partial pension benefits equal?	N
<b>Programmes on pay equity and care work</b>	
Country has a specific national initiative, programme or strategy beyond legislation for promoting pay equity.	N
Country has a national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.	Y



<b>3. Employee health, well-being and safety</b>	
<b>Ratification of C190 Violence and Harassment Convention</b>	
C190 - Violence and Harassment Convention, 2019 (No. 190)	N
<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	Y
<b>Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	N
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	Y
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in National Financial Inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	Y
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	Y
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	Y
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	N
Does the law grant equal ownership over immovable assets (property rights)	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotypes, anti-bullying or other type of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	2.56
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	Y
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	Y
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



## Vietnam



















# WEPs Country Policy Assessment Narrative

Vietnam ranks 31st in the World Economic Forum (WEF) Global Gender Gap Index, scoring 0.751 in 2020; 31st in the Economic Participation and Opportunity sub-index in 2020; and performs above average compared to its peers in the ASEAN region in terms of laws, private sector regulations, and economic inclusion. Based on the WEPs Public Policy Roadmap review, Vietnam is performing well in **WEP 5 metrics** on access to credit, ownership over assets, business registration, financial access and signing contracts.

However, in order for Vietnam to improve gender equality in the private sector, it needs to prioritize **WEP 2** (Treat all women and men fairly at work – respect and support human rights and non-discrimination), **WEP 3** (Health, safety and well-being of both male and female workers); **WEP 5 metrics** on supplier diversity or gender-responsive procurement and developing a gender-inclusive national financial inclusion strategy, **WEP 6** (Community initiatives and advocacy) and **WEP 7** (Measurement and reporting).

Further, the Government of Vietnam should consider developing a NAP on Business and Human Rights and ratifying all the ILO Fundamental Conventions as well as ILO Conventions: C183 Convention concerning the Revision of the Maternity Protection Convention, 2000; C156 Workers with Family Responsibilities Convention, and the C190 - Violence and Harassment Convention.

WEP	Key country outcomes		Gender Index Rankings	
1	Number of companies that are WEPs signatories	87	UNDP Gender Inequality Index 2019 score and rank out of 189 countries	0.296 (Rank 65)
2	% board seats held by women in 2018	20.8%	World Economic Forum (WEF) – Global Gender Gap Index 2020 score and rank out of 153	0.700 (Rank 87)
	% labour force participation rate (ages 15 and older) in 2019	W: 79% M: 86%		
	Wage Equality for Similar Work Score in 2018 <sup>225</sup>	0.647	World Economic Forum (WEF) - Economic Participation and Opportunity 2020 score and rank out of 153	0.751 (Rank 31)
3	% women who experience violence in lifetime in 2018	34%	Women, Business and the Law Index 2020 score	78.8/100
4	% professional and technical workers in 2018	W: 54.4% M: 45.6%		
5	% of firms with a female top manager in 2016	22.4%		
	% women with transaction account at a financial institution / MSP in 2017	30%		

WEP	Assessment Area	Assessment
1	CEDAW & ASEAN Gender Commitments	
	Gender-responsive budgeting	
2	Women on boards legislation or policies	
	Parental and family protection conventions	
	Laws on work, pay, parenthood, and pensions	
	Programmes on pay equity and support for caregivers	
3	Ratification of Violence & Harassment Convention / Legislation on Sexual Harassment in Employment	
	Ratification of ILO Fundamental Conventions and appointment of the National Focal Point for the MNE Declaration	
4	Programmes for women in STEM and technical workers	
5	Gender-responsive procurement	
	Gender in the National Financial Inclusion strategy	
	Laws on access to resources, assets and financial services	
	Gender stereotype policy or strategy	
	ASEAN SME Policy Index - Inclusive entrepreneurship for women score	
6	Multi-stakeholder partnerships to promote gender equality in the private sector	
7	WEPs reporting mandates	

<sup>225</sup> The World Economic Forum's wage equality are scored from 0–1, where 1 represents equal pay between women and men who are working in a similar position.

WEP Indicators	Vietnam
<b>1. High-level corporate leadership</b>	
<b>International gender commitments</b>	
The Convention on the Elimination of All Forms of Discrimination Against Women	Y
ASEAN The Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN, 2013	Y
Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children, 2010	Y
ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 2017	Y
<b>Gender-responsive budgeting</b>	
Does the country have gender responsive budgeting legislation?	Y
Does the country have a gender responsive budgeting national plan/strategy?	N
Does the country have gender responsive budgeting directives or guidelines?	N
<b>2. Treat all women and men fairly at work – respect and support human rights and non-discrimination</b>	
<b>Women on boards legislation or policies</b>	
Are there any enforceable policy/initiatives with a specific target or quota for promoting women on corporate boards?	N
<b>Parental and family protection conventions</b>	
C183 - Maternity Protection Convention, 2000 (No. 183)	N
C156 - Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981	N
Does the country have a National Action Plan (NAP) on Business and Human Rights that includes specific objectives or actions to promote gender equality?	N
<b>Laws on pay, employment, parenthood, and pensions</b>	
Can a woman get a job in the same way as a man?	Y
Does the law prohibit discrimination in employment based on gender?	Y
Does the law mandate equal remuneration for work of equal value?	Y
Can women work in jobs deemed dangerous in the same way as men?	N
Are women able to work in the same industries as men?	N
Is paid leave of at least 14 weeks available to mothers?	Y
Is dismissal of pregnant workers prohibited?	Y
Is paid leave available to fathers?	Y
Is there paid parental leave?	Y
Does the government administer 100% of maternity leave benefits?	Y
Does the country have a policy framework regarding menstruation and women in the workplace?	Y
Are the ages at which men and women can retire with full pension benefits equal?	N
Are the ages at which men and women can retire with partial pension benefits equal?	N
<b>Programmes on pay equity and care work</b>	
Country has a specific national initiative, programme or strategy beyond legislation for promoting pay equity	N
Country has a national care work (i.e., childcare/senior care) initiative, programme or strategy with the explicit objective to promote women's labour force participation and/or promote gender equality in care giving.	N
<b>3. Employee health, well-being and safety</b>	
<b>Ratification of C190 Violence and Harassment Convention</b>	

C190 - Violence and Harassment Convention, 2019 (No. 190)	N
<b>Legislation on Sexual Harassment in Employment</b>	
Is there legislation on sexual harassment in employment?	Y
Are there criminal penalties or civil remedies for sexual harassment in employment?	Y
<b>Ratification of ILO Fundamentals and National Focal Point for MNE Declaration</b>	
ILO Fundamental Conventions	N
<i>Has the country appointed a National Focal Point for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?</i>	TBD
<b>4. Education and training for career advancement</b>	
<b>Programmes for women in STEM and technical workers</b>	
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM in CEDAW)	Y
Presence of professional development programs targeted at women in leadership or in non-traditional vocations (e.g., women in STEM) in Decent Work Programme.	N
<b>5. Enterprise development, supply chain and marketing practices</b>	
<b>Gender-responsive procurement</b>	
Legislation or programs regarding supplier diversity or gender-responsive procurement?	N
<b>Gender in national financial inclusion strategy</b>	
Does the country have a National Financial Inclusion Strategy?	N
Does the Financial Inclusion Strategy have activities or objectives seeking to support gender equality?	Y
Does the Financial Inclusion Strategy mention women and gender inclusive target/ data reporting in financial inclusion strategy?	N
<b>Laws on access to resources, assets and financial services</b>	
Does the law prohibit discrimination in access to credit based on gender?	Y
Does the law grant equal ownership over immovable assets (property rights)?	Y
Can a woman register a business in the same way as a man?	Y
Can a woman open a bank account the same way as men?	Y
Can a woman sign a contract in the same way as a man?	Y
<b>Gender stereotype policy or strategy</b>	
Does the country have gender stereotype, anti-bullying or other type of gender policy or strategy that seeks to change gender norms in the private sector?	N
<b>ASEAN SME Policy Index</b>	
ASEAN SME Policy Index - Inclusive entrepreneurship for women score	2.55
<b>6. Community initiatives and advocacy</b>	
<b>Multi-stakeholder partnerships to promote gender equality in the private sector</b>	
Does the country have a national private sector partnership of high-level stakeholders to collaborate in promoting gender equality and women's empowerment in companies?	N
Does the country have a multi-stakeholder partnership of high-level actors to collaborate in promoting gender equality in companies or women's entrepreneurship?	N
<b>7. Measurement and reporting</b>	
<b>WEPs reporting indicators</b>	
Does the country have a public sector mandate that requires companies to report on the percentage of women on boards?	N
Does the country have a proactive and wage transparency laws and measures to address discriminatory pay gap (including any other measures to address undervaluation of women's work)?	N
Does the country mandate reporting on WEPs Essential Reporting Indicators related to equal opportunity in the workplace, parental leave or sexual harassment?	N



# Annex 4: Notes on Stock Exchanges, Financial Authorities and SEC Gender Equality Policies

## Reporting Guidance and Initiatives

The following table provides a list of the specific WEP-related indicators that were analysed for each stock exchange.

WEP	Specific WEP-related indicators analysed for stock exchanges and financial authorities
<b>WEP 1.</b> <b>High-level corporate leadership</b>	Did the organisation sign WEPs or is it listed on other gender indexes?
<b>WEP 2.</b> <b>Treat all women and men fairly at work without discrimination</b>	Does the institution report or have target on number or percentage of women on boards?  Does the institution report or have regulations or policies on: 1. Specific equal remuneration policy or action? 2. Gender-sensitive recruitment and retention practices? 3. Women and men's access to child and dependent care?
<b>WEP 3.</b> <b>Employee health, well-being and safety</b>	Does the institution have regulations or guidance on: 1. Specific policy or prevention or response mechanisms on sexual harassment / violence at work? 2. Equal access to health insurance?
<b>WEP 4.</b> <b>Education and training for career advancement</b>	Does the institution report or have regulations or policies on: 1. Professional development programme tailored for women? 2. Sexual harassment and gender responsive and/or unconscious bias training?
<b>WEP 5.</b> <b>Enterprise development, supply chain and marketing practices</b>	Does the institution have regulations or guidance regarding supplier diversity programmes that actively seeks to expand business relationships with women-owned enterprises (e.g. gender responsive procurement)?
<b>WEP 6.</b> <b>Community initiatives and advocacy</b>	Does the institution report or have regulations or guidance on philanthropic initiatives for community stakeholders to eliminate discrimination and exploitation and/or open opportunities for women and girls?
<b>WEP 7.</b> <b>Measurement and reporting</b>	Does the institution report and/or provide guidance on gender reporting? (e.g., guidance on how to report gender in annual/sustainability report?)



The following table provides specific notes regarding the stock exchanges that were analysed.

Stock Exchanges	Notes
<b>Indonesia Stock Exchange (IDX)</b>	<p>IDX does not have a specific mandate on each WEP however it has started initiatives to train listed companies on gender reporting. IDX regularly collaborates with the Global Reporting Initiative (GRI) in conducting ESG-related trainings for listed companies and in March 2019, the two institutions held a seminar on “How to Report Gender Equality, Water, Occupational Health and Safety in Sustainability Report?” to train listed companies in developing sustainability reports. The sub-topic of gender equality reporting was delivered by GRI and Indonesia Business Coalition for Women Empowerment (IBCWE)<sup>226</sup>. Although there is not yet a specific gender indicator set for sustainability reports, this training is a good first step to build the awareness and guide listed companies in incorporating their gender equality policies or programme into their sustainability report.</p>
<b>Bursa Malaysia</b>	<p><b>WEP 1:</b> WEPs Signatory / Gender Index</p> <ol style="list-style-type: none"> <li>1. Bursa Malaysia is a WEPs signatory and is also listed on Bloomberg’s Gender Equality Index 2020.</li> </ol> <p><b>WEP 2:</b> Gender Mandate for the Workforce</p> <ol style="list-style-type: none"> <li>1. Women on boards target: As embedded in its Board Charter, Bursa Malaysia has the commitment to maintaining gender diversity in its Board, in line with the Malaysian Code on Corporate Governance (MCCG) and the national agenda.<sup>227</sup> Specifically, the Board Charter 3.3.2 states that “The Board shall endeavour to maintain at least 30% women directors”.<sup>228</sup> Currently, 50% of its board are women.<sup>229</sup></li> <li>2. In 2019, Bursa Malaysia internally developed initiatives to track a gender pay ratio and percentage of employees returning to work after parental leave.<sup>230</sup></li> </ol> <p><b>WEP 7:</b> Guidance on Gender in Reporting</p> <ol style="list-style-type: none"> <li>1. On its Sustainability Reporting Guide (2nd Edition)<sup>231</sup>, Bursa Malaysia lists gender diversity in the workforce, management and Board as one of the potential material matters that listed companies should take into account. These are also included in the Guide as relevant diversity metrics that companies can choose to report.<sup>232</sup></li> <li>2. Bursa Malaysia uses the WEPs Gap Analysis Tool and Bloomberg’s Gender Reporting Roadmap to identify opportunities to further enhance its action plans, policies, strategies and reporting process.</li> </ol> <p>Bursa Malaysia has continuously worked with communities to advance financial literacy, and particularly that of women, although the stock exchange does not have a formal mandate on <b>WEP 6</b> (Promoting Gender in Community). In 2019, Bursa Malaysia partnered with The Star newspaper to facilitate financial literacy programmes for women. A Women and Investment seminar was also given in collaboration with the National Council of Women’s Organisations Malaysia to support women’s financial independence and empowerment, covering financial planning, investment, stock market investing and how entrepreneurs can raise funds from the capital market.<sup>233</sup></p>
<b>Philippines Stock Exchange (PSE)</b>	<p><b>WEP 1:</b> WEPs Signatory / Gender Index</p> <ol style="list-style-type: none"> <li>1. PSE is a WEP signatory</li> </ol> <p>Although PSE does not have a specific mandate on each WEP, the company has multiple ongoing initiatives as first steps to support gender equality. Regarding WEP 2 (Treat all women and men fairly at work without discrimination), PSE has a maternity leave policy in compliance with the law and provides a breastfeeding room at the office. PSE is also currently developing a green procurement project to support women-led SMEs in sustainability, which relates to WEP 5 (Enterprise development, supply chain and marketing practices). To raise listed companies’ awareness on sustainability reporting, particularly on gender reporting as stipulated in WEP 7 (Measurement &amp; Reporting), PSE organizes Bell Awards for companies with the best sustainable business practices; winners are determined through data taken from listed companies’ sustainability reports, and gender equality is included as an indicator.<sup>234</sup></p>

<sup>226</sup> IDX. (2019). Seminar Kerja Sama BEI dengan GRI dengan Tema “How to Report Gender Equality, Water, Occupational Health and Safety in Sustainability Report?”. Available at <https://www.idx.co.id/berita/berita-detail/?id=7689&newsId=12836>

<sup>227</sup> Based on a written interview response sent by a representative of Bursa Malaysia on June 29, 2020.

<sup>228</sup> Bursa Malaysia Board Charter. Available at [https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5df9cc375b711a6ac3afcce4/Board\\_Charter-06122019-FINAL-clean.pdf](https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5df9cc375b711a6ac3afcce4/Board_Charter-06122019-FINAL-clean.pdf)

<sup>229</sup> Bursa Malaysia. (2020). Sustainability Report 2019 Creating Opportunities, Growing Value. Available at [https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/\\_FINAL\\_\\_Bursa\\_SR19\\_Mid\\_Res\\_03012020.pdf](https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/_FINAL__Bursa_SR19_Mid_Res_03012020.pdf)

<sup>230</sup> Bursa Malaysia. (2020). Sustainability Report 2019 Creating Opportunities, Growing Value. Available at [https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/\\_FINAL\\_\\_Bursa\\_SR19\\_Mid\\_Res\\_03012020.pdf](https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/_FINAL__Bursa_SR19_Mid_Res_03012020.pdf)

<sup>231</sup> Bursa Malaysia. (2018). Bursa Malaysia Sustainability Reporting Guide (2nd-Edition). Available at [https://bursa-malaysia.s3.amazonaws.com/reports/Bursa%20Malaysia%20Sustainability%20Reporting%20Guide%20\(2nd-Edition\).pdf#](https://bursa-malaysia.s3.amazonaws.com/reports/Bursa%20Malaysia%20Sustainability%20Reporting%20Guide%20(2nd-Edition).pdf#)

<sup>232</sup> Based on a written interview response sent by a representative of Bursa Malaysia on June 29, 2020.

<sup>233</sup> Bursa Malaysia. (2020). Sustainability Report 2019 Creating Opportunities, Growing Value. Available at [https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/\\_FINAL\\_\\_Bursa\\_SR19\\_Mid\\_Res\\_03012020.pdf](https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5e5c68045b711a4c6c4b9c9e/_FINAL__Bursa_SR19_Mid_Res_03012020.pdf)

<sup>234</sup> Based on interview with representatives of Philippines Stock Exchange conducted on April 27, 2020.

Stock Exchanges	Notes
<b>Singapore Exchange Limited (SGX)</b>	<p><b>WEP 1:</b> WEPs Signatory</p> <ol style="list-style-type: none"> <li>1. SGX is not a WEPs signatory but is listed on Bloomberg's Gender Equality Index 2020.</li> </ol> <p>While SGX does not have a formal gender mandate in place, the company does have an internal Non-Discrimination Policy that responds to <b>WEP 2</b> (Treat all women and men fairly at work without discrimination). Through the Non-Discrimination Policy, SGX publicly commits to hire based on merit and provide equal pay for equal work; 27% of its Board is represented by women directors and half of its employees are women.<sup>235</sup></p> <p>Regarding <b>WEP 7</b> (Measurement &amp; Reporting), in 2016 SGX introduced sustainability reporting to listed companies. Although gender equality is not specified as the primary component of the sustainability report, SGX puts the Global Reporting Initiative (which has gender parity indicators) as one of the recommended global reporting frameworks to follow. SGX also established a Secretariat for the Council for Board Diversity, the successor to the Diversity Action Committee, which focuses on building up women's participation in the boardroom of SGX-listed companies.<sup>236</sup></p>
<b>Vietnam: Ho Chi Minh City Stock Exchange (HOSE)</b>	<p>HOSE does not have any mandates for gender reporting but is making progress by developing policies/programs to highlight the role of women in leadership. One of the plans is to give awards for best chairwoman or best female CEO to promote and encourage more women in leadership. This plan is a step to support <b>WEP 2</b> (specifically Women on Boards).</p> <p>Regarding <b>WEP 7</b> (Measurement &amp; Reporting), HOSE is preparing new disclosure regulations and annual report guidelines for listed companies that will include gender equality indicators.<sup>237</sup></p>

Financial Authority	Notes
<b>Financial Service Authority Indonesia (OJK)</b>	OJK issued regulation number 51/POJK.03/2017, Implementation of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies, obliging banking corporations to develop sustainability reports starting in 2019 and listed companies in 2020. This was followed by the issuance of Technical Guidelines for the Implementation of Sustainable Finance for the Banking Sector, and while there is no specific gender criteria set for the mandated sustainability reports, the guidelines provide some reporting examples of SDG 5 (gender equality) regarding a companies' business activities or social activities, which aligns with WEP 6 (Community initiatives and advocacy).
<b>Securities Commission Malaysia</b>	Securities Commission Malaysia set promotion of greater gender diversity on boards as a priority in its Corporate Governance Strategic Priorities for 2017-2020. It mandates companies to disclose policy and targets on gender diversity and large companies to have 30% women on boards. It aims to achieve no all-male boards in the top 100 listed companies by 2018 (succeeded) and 30% women participation on boards of listed companies by end of 2022. It also calls for companies to take steps to ensure women candidates are sought when recruiting for board and senior management positions.
<b>Security and Exchange Commission Philippines</b>	In February 2019, the Commission obliged listed companies to disclose economic, environmental and social information. The latter includes gender information such as diversity and equal opportunity at the workplace and equal pay.

<sup>235</sup> Singapore Exchange (2019). Annual Report 2019. Available at <https://investorrelations.sgx.com/static-files/7dde545f-af74-4a44-928e-9cfb1bb63d99>

<sup>236</sup> SGX (2020). SGX included in 2020 Bloomberg Gender-Equality Index. Available at <https://www.sgx.com/media-centre/20200121-sgx-included-2020-bloomberg-gender-equality-index>

<sup>237</sup> Based on interview with representatives of Ho Chi Minh City Stock Exchange conducted on May 26, 2020.



## Annex 5: Private sector gender indices — Indicator depth by WEP

The table below presents a heat map of how many indicators each gender index or tool includes for each WEP. As can be seen by far most of the indicators across the board have to do with WEP 2.

	WEP GAT		Equileap		Bloomberg GEI (2021)		GRI (2016)		Total	%
	Quantitative	Policies / Actions	Quantitative	Policies / Actions	Quantitative	Policies / Actions	Quantitative	Policies / Actions		
<b>WEP 1: Leadership Commitment</b>	3	2	1	3	10	3	0	1	23	21%
<b>WEP 2: Treat all women and men fairly at work</b>	10	9	4	6	21	4	5	1	60	55%
<b>WEP 3: Sexual Harassment / Specific policy for VAW</b>	2	3	0	2	0	2	0	1	10	9%
<b>WEP 4: Proactive steps to recruit women in underrepresented roles / leadership</b>	0	0	0	0	0	2	0	0	2	2%
<b>WEP 5: Supplier diversity policy / spend on women-owned businesses</b>	1	4	0	3	0	2	0	0	10	9%
<b>WEP 6: Has a commitment embedding gender in CSR, philanthropy, advocacy, and partnerships</b>	1	2	0	1	0	1	0	0	5	5%
<b>WEP 7: Public Reporting of data</b>	0	0	0	0	0	0	0	0	0	0%



## Annex 6: List of ASEAN Top 75 Companies and EU Country Samples

No	Company	Country	Sector	Sources	Link Sources
1	Phnom Penh Water Supply Authority	Cambodia	Utilities (water, gas, electricity)	Annual Report 2018	<a href="https://bit.ly/3fRMaOI">https://bit.ly/3fRMaOI</a>
2	Grand Twins International (Cambodia) Plc	Cambodia	Textiles, clothing, leather and footwear	Annual report of GTI for the year 2019 (Unofficial Translation)	<a href="https://bit.ly/39Ocwxi">https://bit.ly/39Ocwxi</a>
3	Phnom Penh Autonomous Port	Cambodia	Shipping, ports, fisheries and inland waterways	Annual report of PPAP for the year 2019	<a href="https://bit.ly/3uy1W5G">https://bit.ly/3uy1W5G</a> <a href="https://bit.ly/3dHJyQN">https://bit.ly/3dHJyQN</a>
4	Phnom Penh SEZ Plc.	Cambodia	Construction	Annual report of PPSP for the year 2018	<a href="https://bit.ly/39Ssgzo">https://bit.ly/39Ssgzo</a>
5	Sihanoukville Autonomous Port	Cambodia	Shipping, ports, fisheries and inland waterways	Annual report of PAS for the year 2019	<a href="https://bit.ly/31TqLwD">https://bit.ly/31TqLwD</a> <a href="https://bit.ly/2Q9pbDS">https://bit.ly/2Q9pbDS</a>
6	Bank Central Asia	Indonesia	Financial services and professional services sector	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3rZDQiz">https://bit.ly/3rZDQiz</a>
7	Indah Kiat Pulp & Paper	Indonesia	Forestry, wood, pulp and paper	Annual Report 2018, APP Sustainability Report 2018	<a href="https://bit.ly/3mrFtEm">https://bit.ly/3mrFtEm</a> <a href="https://bit.ly/3s0utPm">https://bit.ly/3s0utPm</a>
8	Gudang Garam	Indonesia	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/3d3rphv">https://bit.ly/3d3rphv</a>
9	Bayan Resources	Indonesia	Mining	Annual Report 2018	<a href="https://bit.ly/3rZDzm7">https://bit.ly/3rZDzm7</a>
10	Adaro Energy	Indonesia	Mining	Annual Report 2018, Sustainability Report 2019	<a href="https://bit.ly/3s82NbH">https://bit.ly/3s82NbH</a> <a href="https://bit.ly/39OAJDx">https://bit.ly/39OAJDx</a>
11	Indofood Sukses Makmur	Indonesia	Consumer goods	Annual Report 2018	<a href="https://bit.ly/3t2khqZ">https://bit.ly/3t2khqZ</a>
12	Chandra Asri Petrochemical	Indonesia	Basic metal production	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3cYyKyz">https://bit.ly/3cYyKyz</a>
13	Kalbe Farma	Indonesia	Chemical industries	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3uwc2Ur">https://bit.ly/3uwc2Ur</a> <a href="https://bit.ly/3f03tAk">https://bit.ly/3f03tAk</a>
14	Mayora Indah	Indonesia	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/3tcuxgg">https://bit.ly/3tcuxgg</a>
15	Japfa	Indonesia	Agriculture, plantations, and other rural sectors	Annual Report 2019, Sustainability Report 2019	<a href="https://bit.ly/3mAuiJB">https://bit.ly/3mAuiJB</a>
16	Sumber Alfaria Trijaya	Indonesia	Commerce	Annual Report 2018	<a href="https://bit.ly/31UTelx">https://bit.ly/31UTelx</a>

No	Company	Country	Sector	Sources	Link Sources
17	BANQUE POUR LE COMMERCE EXTERIEUR LAO PUBLIC	Lao PDR	Financial services and professional services sector	Annual report 2019	<a href="https://bit.ly/31Wu8mg">https://bit.ly/31Wu8mg</a>
18	EDL Generation Public Company	Lao PDR	Utilities (water, gas, electricity)	Annual report 2019	<a href="https://bit.ly/39R8oN7">https://bit.ly/39R8oN7</a>
19	LAO WORLD PUBLIC COMPANY	Lao PDR	Construction	Annual report 2019	<a href="https://bit.ly/3mxxpk07">https://bit.ly/3mxxpk07</a>
20	Petroleum Trading Lao Public Company	Lao PDR	Basic metal production	Annual report 2019	<a href="https://bit.ly/3t1HucO">https://bit.ly/3t1HucO</a>
21	Souvanny Home Center Public Company	Lao PDR	Commerce	Annual report 2019	<a href="https://bit.ly/3fPWHIN">https://bit.ly/3fPWHIN</a>
22	Phousy Construction and Development Public Company	Lao PDR	Construction	Annual report 2019	<a href="https://bit.ly/3dIIInbn">https://bit.ly/3dIIInbn</a>
23	Lao Cement Public Company	Lao PDR	Chemical industries	Annual business performance report 2019	<a href="https://bit.ly/3cWBmwQ">https://bit.ly/3cWBmwQ</a>
24	Mahathuen Leasing Public Company	Lao PDR	Financial services and professional services sector	Annual report 2019	<a href="https://bit.ly/31VXjpO">https://bit.ly/31VXjpO</a>
25	Lao Agrotech Public Company	Lao PDR	Agriculture, plantations, and other rural sectors		<a href="https://bit.ly/3mvgHDy">https://bit.ly/3mvgHDy</a>
26	Public Bank	Malaysia	Financial services and professional services sector	Annual Report 2018	<a href="https://bit.ly/3cUSenL">https://bit.ly/3cUSenL</a>
27	Hap Seng Consolidated	Malaysia	Agriculture, plantations, and other rural sectors	Annual Report 2018	<a href="https://bit.ly/3cYAxDI">https://bit.ly/3cYAxDI</a>
28	Kuala Lumpur Kepong	Malaysia	Agriculture, plantations, and other rural sectors	Annual Report 2019, Corporate Governance Report 2019	<a href="https://bit.ly/31VXIOs">https://bit.ly/31VXIOs</a>
29	IHH Healthcare	Malaysia	Health services	Annual Report 2018	<a href="https://bit.ly/3muWf5B">https://bit.ly/3muWf5B</a>
30	Press Metal Aluminium Holdings	Malaysia	Basic metal production	Annual Report, Corporate Governance Report 2018	<a href="https://bit.ly/3t4OOj6">https://bit.ly/3t4OOj6</a>
31	Batu Kawan	Malaysia	Chemical industries	Annual Report 2019	<a href="https://bit.ly/3fRMSvm">https://bit.ly/3fRMSvm</a>
32	First Myanmar Investment Public Co., Ltd.(FMI)	Myanmar	Financial services and professional services sector	Annual Report 2019	<a href="https://bit.ly/3t1HSbg">https://bit.ly/3t1HSbg</a>
33	Myanmar Thilawa SEZ Holdings Public Co. Ltd.(MTSH)	Myanmar	Construction	Annual Report 2018-2019	<a href="https://bit.ly/2Q9pSwY">https://bit.ly/2Q9pSwY</a>
34	Myanmar Citizens Bank Ltd.(MCB)	Myanmar	Financial services and professional services sector	Annual Report 2018	<a href="https://bit.ly/2OtkRPt">https://bit.ly/2OtkRPt</a>

No	Company	Country	Sector	Sources	Link Sources
35	First Private Bank Ltd. (FPB)	Myanmar	Financial services and professional services sector	Report to the Directors 2019	<a href="https://bit.ly/2Q3Qfon">https://bit.ly/2Q3Qfon</a>
36	TMH Telecom Public Co., Ltd.(TMH)	Myanmar	Telecommunication service	Annual Report 2018-2019	<a href="https://bit.ly/3fSMnRF">https://bit.ly/3fSMnRF</a>
37	Ever Flow River Group Public Co., Ltd. (EFR)	Myanmar	Shipping, ports, fisheries and inland waterways	No annual report	<a href="https://bit.ly/3dIgcBN">https://bit.ly/3dIgcBN</a>
38	SM Investments	Philippines	Commerce	Annual Report 2018, Sustainability report	<a href="https://bit.ly/3fQssmw">https://bit.ly/3fQssmw</a>
39	Ayala Corp	Philippines	Construction	Annual Report 2018	<a href="https://bit.ly/3dDX2gw">https://bit.ly/3dDX2gw</a>
40	JG Summit Holdings	Philippines	Construction	Annual Report 2018	<a href="https://bit.ly/3mufPPx">https://bit.ly/3mufPPx</a>
41	San Miguel Food and Beverage	Philippines	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/3dIlg9G7">https://bit.ly/3dIlg9G7</a>
42	Megaworld	Philippines	Construction	Annual Report 2018	<a href="https://bit.ly/3s0J2Th">https://bit.ly/3s0J2Th</a>
43	GT Capital Holdings	Philippines	Financial services and professional services sector	Annual Report 2018, Sustainability Report 2018 (merged into one report)	<a href="https://bit.ly/3fRN6Te">https://bit.ly/3fRN6Te</a>
44	Jollibee Foods	Philippines	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/39S7EqO">https://bit.ly/39S7EqO</a>
45	Cosco Capital	Philippines	Commerce	Annual Report 2018	<a href="https://bit.ly/3uAv5wT">https://bit.ly/3uAv5wT</a>
46	DBS	Singapore	Financial services and professional services sector	Annual Report 2019	<a href="https://bit.ly/320Eyl2">https://bit.ly/320Eyl2</a>
47	United Overseas Bank	Singapore	Financial services and professional services sector	Annual Report 2018	<a href="https://bit.ly/3g0g7fB">https://bit.ly/3g0g7fB</a>
48	Oversea-Chinese Banking	Singapore	Financial services and professional services sector	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3wzJfQG">https://bit.ly/3wzJfQG</a>
49	CapitaLand	Singapore	Construction	Annual Report 2018	<a href="https://bit.ly/3mEmEhl">https://bit.ly/3mEmEhl</a>
50	Wilmar International	Singapore	Agriculture, plantations, and other rural sectors	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3uFUjKv">https://bit.ly/3uFUjKv</a> <a href="https://bit.ly/3fWjdRW">https://bit.ly/3fWjdRW</a>
51	City Developments	Singapore	Construction	Sustainability Report 2019	<a href="https://bit.ly/325YP8x">https://bit.ly/325YP8x</a>
52	ASM Pacific Technology	Singapore	Basic metal production	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3t5BMqj">https://bit.ly/3t5BMqj</a> <a href="https://bit.ly/39WyD4L">https://bit.ly/39WyD4L</a>
53	Venture	Singapore	Mechanical and electrical engineering	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/2RaElNx">https://bit.ly/2RaElNx</a> <a href="https://bit.ly/3uyC35y">https://bit.ly/3uyC35y</a>
54	Olam International	Singapore	Agriculture, plantations, and other rural sectors	Annual Report 2018	<a href="https://bit.ly/3dMQnke">https://bit.ly/3dMQnke</a>
55	Kasikornbank	Thailand	Financial services and professional services sector	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3uulFLQ">https://bit.ly/3uulFLQ</a> <a href="https://bit.ly/31VFK9g">https://bit.ly/31VFK9g</a>



No	Company	Country	Sector	Sources	Link Sources
56	Bangkok Bank	Thailand	Financial services and professional services sector	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3fShzAI">https://bit.ly/3fShzAI</a> <a href="https://bit.ly/3fWHpDQ">https://bit.ly/3fWHpDQ</a>
57	Indorama Ventures	Thailand	Chemical industries	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3s5nwwB">https://bit.ly/3s5nwwB</a> <a href="https://bit.ly/2PQQC5R">https://bit.ly/2PQQC5R</a>
58	Bank of Ayudhya	Thailand	Financial services and professional services sector	Annual Report 2019, Sustainability Report 2019	<a href="https://bit.ly/2RaERHB">https://bit.ly/2RaERHB</a> <a href="https://bit.ly/3dPpwUI">https://bit.ly/3dPpwUI</a>
59	Charoen Pokphand Foods	Thailand	Agriculture, plantations, and other rural sectors	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3t5NxNs">https://bit.ly/3t5NxNs</a> <a href="https://bit.ly/3fXcyHc">https://bit.ly/3fXcyHc</a>
60	Central Pattana	Thailand	Construction	Annual Report 2018	<a href="https://bit.ly/2Q4K7vY">https://bit.ly/2Q4K7vY</a>
61	Land & House	Thailand	Construction	Annual Report 2018	<a href="https://bit.ly/3s6chnw">https://bit.ly/3s6chnw</a>
62	True Corp	Thailand	Telecommunication service	Annual Report 2018	<a href="https://bit.ly/3fUh6hg">https://bit.ly/3fUh6hg</a>
63	Berli Jucker	Thailand	Commerce	Annual Report 2018	<a href="https://bit.ly/3wDUt6N">https://bit.ly/3wDUt6N</a>
64	Siam Makro	Thailand	Commerce	Annual Report 2018	<a href="https://bit.ly/3d1WAcQ">https://bit.ly/3d1WAcQ</a>
65	Home Product Center	Thailand	Commerce	Annual Report 2018	<a href="https://bit.ly/3d2z0fU">https://bit.ly/3d2z0fU</a>
66	Thai Union Group	Thailand	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/2Oz9lIP">https://bit.ly/2Oz9lIP</a>
67	BTS Group Holdings Public	Thailand	Transport	Annual Report 2018, Sustainability Report 2018	<a href="https://bit.ly/3s0PNEn">https://bit.ly/3s0PNEn</a> <a href="https://bit.ly/3wEuA6X">https://bit.ly/3wEuA6X</a>
68	PTG Energy	Thailand	Mining	Annual Report 2019	<a href="https://bit.ly/2Qdn2ag">https://bit.ly/2Qdn2ag</a>
69	Vietnam Dairy Products	Vietnam	Food, drink and tobacco	Annual report 2018, Sustainable Development Report 2018	<a href="https://bit.ly/3s3lv2W">https://bit.ly/3s3lv2W</a> <a href="https://bit.ly/3t3HybX">https://bit.ly/3t3HybX</a>
70	Vietnam Technological & Commercial Joint Stock Bank	Vietnam	Financial services and professional services sector	Annual Report 2018	<a href="https://bit.ly/3d00KC6">https://bit.ly/3d00KC6</a>
71	Vietjet Aviation JSC	Vietnam	Transport	Annual Report 2018	<a href="https://bit.ly/31Z0NHX">https://bit.ly/31Z0NHX</a>
72	Masan Group	Vietnam	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/3d4dl7c">https://bit.ly/3d4dl7c</a>
73	Saigon Beer Alcohol Beverage	Vietnam	Food, drink and tobacco	Annual Report 2018	<a href="https://bit.ly/320qms4">https://bit.ly/320qms4</a>
74	Vingroup	Vietnam	Construction	Annual Report 2018	<a href="https://bit.ly/2OBkeDG">https://bit.ly/2OBkeDG</a>
75	Mobile World Investment	Vietnam	Commerce	Annual report 2018	<a href="https://bit.ly/2QdsOnt">https://bit.ly/2QdsOnt</a>



# Annex 7: Recommended Reporting Indicators for Actions

## Criteria for Selecting Indicators for Reporting

Indicator Category	Criteria
<b>Essential Reporting Indicators</b>	<p>Indicators that government regulators, stock exchanges and SECs should consider as essential reporting for all publicly held companies</p> <p><b>Transformative:</b> The indicator should measure sustainable, irreversible, essential positive changes in the promotion of gender equality and women's empowerment at the company level. The indicator should currently have an accepted measurement and reporting framework. Additionally, the indicator should measure WEPs actions and should help achieve the key SDG 5 targets and/or the seven drivers of women's economic empowerment identified by the UN Secretary-General's High-Level Panel on Women's Economic Empowerment.</p> <p><b>Comparability:</b> The indicator is covered by the WEPs Tool, GRI (401, 405, and 406) and at least one other index (i.e., Equileap or Bloomberg).</p> <p><b>Likelihood of response/Ease of reporting:</b> In the case of quantitative indicators, there should be an accepted measurement framework and ideally a GRI standard. At least 20% of analysed companies from ASEAN report on the indicator category OR at least 15% of global WEPs Tool users report positively on the indicator AND 25% of companies participating in the Equileap Scorecard OR 25% of companies participating on the Bloomberg Index report on the indicator.<sup>238</sup></p>
<b>Complementary Reporting Indicators</b>	<p>Indicators that publicly held companies should prioritize reporting in annual and sustainability reports.</p> <p><b>Transformative:</b> The indicator should measure key areas tackling systemic barriers to women's economic empowerment across the value chain. It should also measure WEPs actions and help achieve the key SDG 5 targets and/or the seven drivers of women's economic empowerment identified by the UN Secretary-General's High-Level Panel on Women's Economic Empowerment. However, the measurement of these indicators is currently not standardized across countries, sectors and/or size of a company. Companies are encouraged to report on these indicators whenever possible. Complementary Reporting indicators can progress to Essential Reporting Indicators as measurement standards and public reporting requirements mature.</p> <p><b>Comparability:</b> The indicator is covered by the WEPs Tool and, conceptually, in at least one other index (i.e., Equileap Scorecard or Bloomberg Index).</p> <p><b>Likelihood of response/Ease of reporting:</b> At least 15% of global WEPs Tool users report on the indicator, there is a GRI disclosure for this topic, OR 25% of companies participating in the Equileap Scorecard and Bloomberg Index report on the indicator.<sup>239</sup></p>

<sup>238</sup> While Equileap and Bloomberg companies are mainly headquartered in the European Union, North America or OECD economies their reporting behaviour provides a blueprint for reporting for ASEAN economies.

<sup>239</sup> While Equileap and Bloomberg companies are mainly headquartered in the European Union, North America or OECD economies their reporting behaviour provides a blueprint for reporting for ASEAN economies.

WEP	Essential Reporting Indicators	Reporting Framework
Women in Leadership	1a. Percentage of women in senior leadership level positions	GRI Disclosure 405-1: Percentage of individuals within the organisation's <u>governance bodies</u> in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30 to 50 years old, more than 50 years old; and iii. Other indicators of diversity, where relevant (such as minority or vulnerable groups).
	1b. Percentage of women on non-executive board ( <i>only for companies with a non-executive board</i> )	
Equal opportunities in the workplace	2. Ratio of basic salary and remuneration of women to men for each employee category, by significant locations of operation	<b>GRI Disclosure 405-2: Ratio of basic salary and remuneration of women to men</b>
	3a. Percentage of new hires who are women	<b>GRI Disclosure 405-1: Diversity of Governance Bodies and Employees</b> The percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
	3b. Percentage of employees promoted who are women	
	3c. Percentage of employees disaggregated by sex	
	4. Retention rate of employees that took parental leave, disaggregated by sex	<b>GRI Disclosure 401-1: New employee hires and employee turnover</b> a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. c. Percentage of women in traditionally underrepresented roles (companies report on roles that exist within their own operations): finance, it, sales, manufacturing, engineering, logistics/transportation  <b>GRI Disclosure 401-3: Parental Leave</b> a. The company should report on: b. Total number of employees that were entitled to parental leave, by gender. c. Total number of employees that took parental leave, by gender. d. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. e. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. f. Return to work and retention rates of employees that took parental leave, by gender
Safe and inclusive workplaces	5. If the company has confidential, anonymous grievance, resolution and non-retaliation mechanisms and procedures to address and respond to reports and incidents of violence and harassment	NA

WEP	Complementary Reporting Indicators
WEP 1	6. If the company has an organisation-wide gender equality strategy and/or action plan that identifies specific priority areas where further improvement can be made. <sup>240</sup>
WEP 2. Non-Discrimination	7. Percentage of women in traditionally underrepresented roles
WEP 4. Recruit women	8. Average hours of training the organisation's employees have undertaken, disaggregated by sex and employee level
WEP 5. Gender-Responsive Procurement	9. Percentage of procurement spend with women-owned business 10. Percentage of procurement spend with businesses with gender equality commitments 11. Percentage of workers in the supply chain receiving a living wage, disaggregated by sex Has a stand-alone responsible marketing policy or a commitment embedded in a broader corporate policy that addresses the portrayal of gender stereotypes* Has a policy or commitment embedded in a wider corporate policy to integrate inclusive gender considerations into product design and delivery*
WEP 6. Women in Communities	12. Percentage of financial or pro-bono support for gender equality programs Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses embedding gender in corporate social responsibility activities, philanthropy, public advocacy, and partnerships*

WEP	Recommended Input Data and Supporting Indicators
WEP 2. Non-Discrimination	Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses equal pay for work of equal value, aligned with national regulatory requirements and the ILO Convention 100 on Equal Remuneration Has a stand-alone policy or commitment embedded in a broader corporate policy on non-discrimination and equal opportunity policy covering recruitment, retention, re-entry and promotion of all individuals Total number of incidents of discrimination related to sex or gender <sup>241</sup> Total number of corrective actions taken related to incidents of discrimination related to sex or gender
WEP 2. Parental Leave	Return to work rate of employees that took paid parental leave, disaggregated by sex Percentage of employees taking advantage of caregiver support programs, disaggregated by sex Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses supporting employees as parents and caregivers
WEP 4. Recruitment of Women	Provides training, skills development, education, networking, and mentoring to recruit women in non-traditional roles
WEP 6. Women in Communities	Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses embedding gender in corporate social responsibility activities, philanthropy, public advocacy, and partnerships

<sup>240</sup> GRI Disclosure 103: Management Approach. The reporting organisation shall report its management approach for diversity and equal opportunity using GRI.

<sup>241</sup> GRI Disclosure 406-1: Incidents of discrimination and Corrective Actions Taken. The company should report on: The total number of incidents of discrimination during the reporting period; and the status of the incidents and actions taken with reference to the following: i. Incidents reviewed by the organisation; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; and iv. The incident is no longer subject to action.



## Annex 8: Recommended Actions for Key Actors

Governments			
WEP 1	WEP 2	WEP 3	WEP 4
<ol style="list-style-type: none"> <li>1. Develop GRB legislation, strategies and guidelines</li> <li>2. Conduct gender audits, evaluations, or certifications</li> <li>3. Improve reporting progress gender equality commitments, such as CEDAW and the SDGs</li> <li>4. Provide guidance for companies in developing gender strategies with specific targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Create mandatory reporting guidelines for the percentage of women on boards</li> <li>2. Report publicly on the ratio of basic salary and remuneration of women to men</li> <li>3. Create mandatory reporting guidelines for reporting on pay equity</li> <li>4. Ratify Conventions 156, 165, 183</li> <li>5. Redress gender inequalities in laws pertaining to employment, parenthood, pensions and pay</li> <li>6. Ensure that workplace policies and practices are free from gender-based discrimination, support access to child and dependent care and ensure flexible work options</li> <li>7. Provide guidance for companies in developing pay equity analyses</li> <li>8. Report on actions to redress gender biases in talent pipeline</li> </ol>	<ol style="list-style-type: none"> <li>1. Ratify C190 - Violence and Harassment at Work Convention, 2019</li> <li>2. Develop VAW / harassment training programs for managers &amp; staff</li> <li>3. Provide affordable access to survivor centred services</li> <li>4. Ratify all ILO Fundamental Conventions</li> <li>5. Appoint national focal point for the ILO MNE Declaration</li> <li>6. Sensitize and guide for companies in developing sexual &amp; VAW protocols</li> </ol>	<ol style="list-style-type: none"> <li>1. Report on programmes to recruit women in in traditionally underrepresented roles</li> <li>2. Report on gender composition in traditionally underrepresented roles</li> <li>3. Provide workplace programmes to advance women in non-traditional fields</li> </ol>
WEP 5	WEP 6	WEP 7	
<ol style="list-style-type: none"> <li>1. Report on steps to expand relationships with women-owned businesses in value chain</li> <li>2. Develop gender-responsive public sector procurement programmes</li> <li>3. Encourage sex-disaggregation of financial sector data</li> <li>4. Include sex-disaggregated targets and goals to promote gender equality in NFIS</li> <li>5. Develop strategies &amp; campaigns to redress gender stereotypes in the world of work.</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop national private sector partnerships of high-level stakeholders to collaborate in promoting gender equality</li> <li>2. Create and share business case studies, success stories and knowledge products</li> </ol>	<ol style="list-style-type: none"> <li>1. Mandate company reporting on proposed mandatory essential indicators</li> <li>2. Improve publicly available reporting on gender and private sector data, policies and programmes</li> </ol>	

Companies			
WEP 1	WEP 2	WEP 3	WEP 4
<ol style="list-style-type: none"> <li>1. Sign and commit to the implementation of the WEPs</li> <li>2. Undertake a gender audit, evaluation, or certification</li> </ol>	<ol style="list-style-type: none"> <li>1. Create mandatory reporting guidelines for the percentage of women on boards</li> <li>2. Report publicly on the ratio of basic salary and remuneration of women to men</li> <li>3. Create mandatory reporting guidelines for reporting on pay equity</li> <li>4. Ensure that workplace policies and practices are free from gender-based discrimination, support access to child and dependent care and ensure flexible work options</li> <li>5. Report on actions to redress gender biases in talent pipeline</li> </ol>	<ol style="list-style-type: none"> <li>1. Report on presence of confidential grievance, resolution and non-retaliation mechanisms to address and respond to reports and incidents of violence and harassment</li> <li>2. Develop VAW / harassment training programs for managers and staff</li> <li>3. Provide affordable access to survivor centred services</li> <li>4. Appoint national focal point for the ILO MNE Declaration</li> </ol>	<ol style="list-style-type: none"> <li>1. Report on programmes to recruit women in in traditionally underrepresented roles</li> <li>2. Report on gender composition in traditionally underrepresented roles</li> <li>3. Provide workplace programmes to advance women in non-traditional fields</li> <li>4. Ensure equal access to company-sponsored education and training programmes</li> </ol>
WEP 5	WEP 6	WEP 7	
<ol style="list-style-type: none"> <li>1. Report on steps to expand relationships with women-owned businesses in value chain</li> <li>2. Encourage sex-disaggregation of financial sector data</li> <li>3. Collect, analyse and use sex-disaggregated data to inform financial inclusion strategies</li> <li>4. Develop strategies and campaigns to redress gender stereotypes in the world of work.</li> </ol>	<ol style="list-style-type: none"> <li>1. Publicly showcase company commitment to gender equality</li> <li>2. Develop national private sector partnerships of high-level stakeholders to collaborate in promoting gender equality</li> <li>3. Create and share business case studies, success stories and knowledge products</li> </ol>	<ol style="list-style-type: none"> <li>1. Report on proposed mandatory essential and additional gender indicators</li> <li>2. Improve publicly available reporting on gender and private sector data, policies and programmes</li> </ol>	

Advocacy, Civil Society, Employers' and/or Workers' Organisations			
WEP 1	WEP 2	WEP 3	WEP 4
<ol style="list-style-type: none"> <li>1. Include private sector development issues in CEDAW shadow reports</li> <li>2. Support the improvement of reporting progress gender equality commitments, such as CEDAW and the SDGs</li> <li>3. Provide guidance for companies in developing gender strategies with specific targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Advocate for mandates and guidelines related to women's participation on boards</li> <li>2. Provide guidance and capacity building for companies to create inclusive and fair workplaces</li> <li>3. Provide guidance for companies in developing pay equity analyses</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop VAW / harassment training programs for company managers and staff</li> <li>2. Provide affordable access to survivor centred services</li> <li>3. Sensitize and provide guides for companies in developing sexual &amp; VAW protocols</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide workplace programmes to advance women in non-traditional fields</li> <li>2. Highlight and recognise women leaders and women in non-traditional professions</li> </ol>
WEP 5	WEP 6	WEP 7	
<ol style="list-style-type: none"> <li>1. Develop capacity building and sensitization programs on gender lens investing</li> <li>2. Encourage sex-disaggregation of financial sector data</li> <li>3. Develop strategies and campaigns to redress gender stereotypes in the world of work</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop national private sector partnerships of high-level stakeholders to collaborate in promoting gender equality</li> <li>2. Create and share business case studies, success stories and knowledge products</li> </ol>	<ol style="list-style-type: none"> <li>1. Advocate for publicly available reporting on gender and private sector data, policies and programmes</li> </ol>	





# Annex 9: Recommended Gender Indicators for Reporting by Companies in ASEAN

ESSENTIAL REPORTING INDICATORS			
Area	WEP	Indicator	Why is this important?
Women in Leadership	WEP 2	1.a Percentage of women in senior leadership level positions  1.b Percentage of women on non-executive board (only for companies with a non-executive board)	<p><b>Economic and Business Case</b> Corporations in ASEAN where women represented 30% or more of board members had an average ROA of 3.8% compared to 2.4% for companies with no women board members. Higher levels of women's participation in corporate leadership have also been correlated with:</p> <ul style="list-style-type: none"> <li>• better financial performance;</li> <li>• shareholder value;</li> <li>• reduced risk of fraud and corruption;</li> <li>• increased customer and employee satisfaction; and</li> <li>• greater investor confidence.</li> </ul> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1 and 5.5 and SDG 8.5.<sup>242</sup></p>
Equal Pay	WEP 2	2. Ratio of basic salary and remuneration of women to men for each employee category, by significant locations of operation	<p><b>Economic and Business Case</b> In Asia and the Pacific women's wages are only 3/4 of what men make. Incorporating gender inclusive policies and processes, such as eliminating the gender gap in pay has shown to:</p> <ul style="list-style-type: none"> <li>-increase the productivity of women employees;</li> <li>-positively impact employers' attractiveness &amp; reputation; and</li> <li>-reduce the risk of potentially costly legal prosecution for discrimination.</li> </ul> <p>Yet only 7% of the top 75 ASEAN companies report on this indicator.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 and 8 by helping companies achieve targets 5.1, 5C,<sup>243</sup> and 8.5.</p>

<sup>242</sup> 5.1 End all forms of discrimination against all women and girls everywhere; 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life; 8.5 By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

<sup>243</sup> 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

## ESSENTIAL REPORTING INDICATORS

Area	WEP	Indicator	Why is this important?
Equal Opportunity in the Workplace	WEP 2	3a. Percentage of employees promoted who are women	<p><b>Economic and Business Case</b> Gender diverse teams obtain better results. A study found that teams with higher shares of women demonstrated greater levels of “collective intelligence”, defined as the ability of a group to perform a variety of tasks. These teams outperformed others when it came to solving visual puzzles, brainstorming, making collective moral judgments, and negotiating over limited resources. Yet, women continue to be underrepresented in the labour force and in STEM occupations.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5.5 and 5C.</p>
		3b. Percentage of new hires who are women	
		3c. Percentage of employees disaggregated by sex	
Parental Leave	WEP 2	4. Retention rate of employees that took parental leave, disaggregated by sex	<p><b>Economic and Business Case</b> Women in Asia and the Pacific spend up to 11 times more of their day on unpaid care and domestic care work compared to men, and this increase when they become mothers. Monitoring employee retention rates post-parental leave can help to identify whether a company culture supports working parents and allows employees to balance their personal and professional responsibilities. In addition, comprehensive maternity and paternity policies and initiatives to ensure both women and men take advantage of paid leave have shown to improve employee attraction and retention rates.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5.4,<sup>244</sup> and 5C</p>
		5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels. <sup>245</sup>	
Sexual Harassment	WEP 3		<p><b>Economic and Business Case</b> Addressing GBV improves productivity and reduces turnover and absenteeism. In Cambodia, workplace sexual harassment costs the garment sector an estimated US\$89 million per year due to turnover, absenteeism. Presenteeism (being present at work but not productive) incurs the highest cost, with an estimated 13.5% of workers saying that sexual harassment meant they worked less effectively.</p> <p>Yet only 1% of ASEAN top 75 companies publicly report on their procedures to redress sexual harassment and globally, 68% of companies report having a zero tolerance of violence at work.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5.2,<sup>246</sup> 5C and 8.8.</p>

<sup>244</sup> 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

<sup>245</sup> Indicator 8 is the only indicator that is an output indicator and not an outcome due to the difficulty in tracking sexual harassment cases.

<sup>246</sup> 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation; 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

## COMPLEMENTARY INDICATORS

High-level Corporate Leadership	<b>WEP 1</b>	6.If the company has an organisation-wide gender equality strategy and/or action plan that identifies specific priority areas where further improvement can be made.	<p><b>Economic and Business Case</b> Gender-based discrimination in the workplace impacts hiring and recruitment, promotions and development opportunities, wages and benefits, and safety and well-being. <b>Implementing an organisation-wide gender equality strategy will help ensure gender-inclusive business practices and enable women's labour participation and leadership.</b></p> <p>These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5.5 and 5C</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5.5 and 5C.</p>
Non-Discrimination	<b>WEP 2</b>	7. Percentage of women in traditionally underrepresented roles	<p><b>Economic and Business Case</b> Research shows that eliminating all forms of discrimination against women employees and managers, and promoting inclusivity could increase productivity per worker by 25% to 40%, depending on the type and degree of exclusion from the labour force and the managerial pool.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5C and 8.5.</p>
Recruit Women	<b>WEP 4</b>	8. Average hours of training the organisation's employees have undertaken, disaggregated by sex and employee level	<p><b>Economic and Business Case</b> Increasing women's access to education and training is proven to increase women's labour force participation rates. Additionally, it can prompt women's advancement to leadership positions in companies and empower women to fill underrepresented roles.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5.5, 5B<sup>247</sup> and 5C.</p>
Gender-Responsive Procurement	<b>WEP 5</b>	9. Percentage of procurement spend with women-owned/led business 10. Percentage of procurement spend with businesses with gender equality commitments 11. Percentage of workers in the supply chain receiving a living wage, disaggregated by text	<p><b>Economic and Business Case</b> Only 4% of companies using the WEP Tool track the amount spent on women-owned businesses, and only 3% publicly report on it. Yet, public and corporate procurement is normally harder to access by women-led MSMEs who face complex procurement systems and requirements that do not take their realities into account.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve targets 5.1, 5A, 5C,<sup>248</sup> and 8.3.</p>
Women in Communities	<b>WEP 6</b>	12. Percentage of financial or pro-bono support for gender equality programs	<p><b>Economic and Business Case</b> Companies can promote gender equality through their philanthropic and CSR activities to maximize the positive impact they have on the communities in which they live. Yet, only 1 in 3 of companies using the WEP Tool report they are embedding gender indicators in CSR, philanthropy, advocacy and partnerships.</p> <p><b>SDG Alignment</b> These indicators are accelerating the progress of SDG 5 by helping companies achieve all SDG 5 targets.</p>

<sup>247</sup> 5B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

<sup>248</sup> 5A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws; 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

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