Creating a Gender-Inclusive Value Chain: Moving from Data to Action

19 January 2016 – 10:00 AM EST
Technical Difficulties: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

Q&A: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

Example: Question for John Doe: What are the Women’s Empowerment Principles?
Introductions and The Women’s Empowerment Principles
Tulsi Byrne, Women’s Empowerment, UN Global Compact

The Data: Global Women Entrepreneur Leaders Scorecard
Ruta Aidis, Lead on the Global Women Entrepreneur Leaders Scorecard

Company Examples
Dell- Jennifer "JJ" Davis, Executive Director of Global Communications
Sodexo- Rachel Sylvan, Director of Stakeholder Engagement

Call to Action
Vanessa Erogbogbo, Programme Manager, Women and Trade, International Trade Centre

Discussion/ Q&A
UN Global Compact

Call to businesses everywhere to voluntarily align operations and strategies with the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals and issues.

**HUMAN RIGHTS**

**Principle 1**
Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2**
Make sure that they are not complicit in human rights abuses.

**LABOUR**

**Principle 3**
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4**
The elimination of all forms of forced and compulsory labour;

**Principle 5**
The effective abolition of child labour; and

**Principle 6**
The elimination of discrimination in respect of employment and occupation.

**ENVIRONMENT**

**Principle 7**
Businesses should support a precautionary approach to environmental challenges;

**Principle 8**
Undertake initiatives to promote greater environmental responsibility; and

**Principle 9**
Encourage the development and diffusion of environmentally friendly technologies.

**ANTI-CORRUPTION**

**Principle 10**
Businesses should work against corruption in all its forms, including extortion and bribery.
The UN Global Compact encourages business to engage with their suppliers to incorporate sustainability into their strategies and operations. Supply chains provide an opportunity for companies to contribute to many of the SDGs.

Helpful resources:
- Supply Chain Sustainability – A Practical Guide to Continuous Improvement
- Guide to Traceability – A Practical Approach to Advance Sustainability in Global Supply Chains
- Support SME Suppliers
- Website of tools and resources http://supply-chain.unglobalcompact.org/
## Women’s Empowerment Principles

### The Principles

<table>
<thead>
<tr>
<th>Principle</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Leadership Promotes Gender Equality</td>
</tr>
<tr>
<td>2</td>
<td>Equal Opportunity, Inclusion and Nondiscrimination</td>
</tr>
<tr>
<td>3</td>
<td>Health, Safety and Freedom from Violence</td>
</tr>
<tr>
<td>4</td>
<td>Education and Training</td>
</tr>
<tr>
<td>5</td>
<td>Enterprise Development, Supply Chain and Marketing Practices</td>
</tr>
<tr>
<td>6</td>
<td>Community Leadership and Engagement</td>
</tr>
<tr>
<td>7</td>
<td>Transparency, Measuring and Reporting</td>
</tr>
</tbody>
</table>

- A set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community.
- Result of a collaboration between the UN Women and the United Nations Global Compact.
- Emphasize the business case for corporate action to promote gender equality and women's empowerment.
- Seek to elaborate the gender dimension of corporate sustainability, the UN Global Compact and businesses’ role in sustainable development.
- Principle 5 of the WEPs encourages companies to expand relationships with women-owned enterprises and support gender-sensitive solutions to credit and lending barriers to enable women’s entrepreneurship.
2015 Global Women Entrepreneur Leaders Scorecard

Promoting the development of high-impact female entrepreneurship

A data-driven diagnostic tool

created by ACG Inc.
commissioned by Dell
Gender Business Growth Gap

15 million jobs in the USA (#1)
5.8 million jobs in Brazil (#18)
74.4 million jobs in China (#15)
The continuum of female entrepreneurship

Die-hard & Privileged Entrepreneurs

Potential & Promising Entrepreneurs

Reluctant Entrepreneurs

1) **WOMEN HELP WOMEN**

*Become CEOs and increase women's salaries*

2) **WOMEN UNDERSTAND WOMEN**

*3x more likely to invest in companies with female CEOs*

3) **WOMEN INSPIRE WOMEN**

*& create a new image of success*
31 Countries Studied

70% world’s female population

76% total GDP
Scorecard Index Categories

- **Business environment**
  - Does this country foster growth oriented and scaling businesses?

- **Access to Resources**
  - Do women have access to fundamental resources needed for business success?

- **Leadership and rights**
  - Do women enjoy equal legal rights, social visibility and professional freedom?

- **Pipeline for Entrepreneurship**
  - Do women have the entrepreneurial spirit and skills for business startup?

- **Potential Entrepreneur Leaders**
  - Are there high impact women entrepreneurs?
## 2015 Scorecard Rankings

<table>
<thead>
<tr>
<th>Rank</th>
<th>Country</th>
<th>Score</th>
<th>Rank</th>
<th>Country</th>
<th>Score</th>
<th>Rank</th>
<th>Country</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>USA</td>
<td>71</td>
<td>10-12</td>
<td>Jamaica</td>
<td>49</td>
<td>23</td>
<td>Nigeria</td>
<td>38</td>
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<tr>
<td>2-3</td>
<td>Canada</td>
<td>69</td>
<td>13</td>
<td>Mexico</td>
<td>46</td>
<td>24-25</td>
<td>Turkey</td>
<td>36</td>
</tr>
<tr>
<td>2-3</td>
<td>Australia</td>
<td>69</td>
<td>14</td>
<td>Peru</td>
<td>45</td>
<td>24-25</td>
<td>Uganda</td>
<td>36</td>
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<td>4</td>
<td>Sweden</td>
<td>68</td>
<td>15-17</td>
<td>Panama</td>
<td>44</td>
<td>26</td>
<td>Ghana</td>
<td>35</td>
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<tr>
<td>5</td>
<td>UK</td>
<td>65</td>
<td>15-17</td>
<td>China</td>
<td>44</td>
<td>27</td>
<td>Tunisia</td>
<td>29</td>
</tr>
<tr>
<td>6</td>
<td>France</td>
<td>62</td>
<td>15-17</td>
<td>South Korea</td>
<td>44</td>
<td>28</td>
<td>Egypt</td>
<td>24</td>
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<tr>
<td>7</td>
<td>Germany</td>
<td>61</td>
<td>18-19</td>
<td>Brazil</td>
<td>43</td>
<td>29</td>
<td>India</td>
<td>17</td>
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<tr>
<td>8</td>
<td>Poland</td>
<td>56</td>
<td>18-19</td>
<td>Russia</td>
<td>43</td>
<td>30</td>
<td>Pakistan</td>
<td>14</td>
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<tr>
<td>9</td>
<td>Chile</td>
<td>51</td>
<td>20</td>
<td>South Africa</td>
<td>41</td>
<td>31</td>
<td>Bangladesh</td>
<td>12</td>
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<tr>
<td>10-12</td>
<td>Japan</td>
<td>49</td>
<td>21</td>
<td>Malaysia</td>
<td>40</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10-12</td>
<td>Spain</td>
<td>49</td>
<td>22</td>
<td>Thailand</td>
<td>39</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Scorecard Category Results

- **Business environment**
  - **HIGHEST SCORING COUNTRY:** USA & Sweden
  - **LOWEST SCORING COUNTRY:** Bangladesh

- **Access to Resources**
  - **HIGHEST SCORING COUNTRY:** UK
  - **LOWEST SCORING COUNTRY:** Pakistan

- **Leadership and rights**
  - **HIGHEST SCORING COUNTRY:** USA
  - **LOWEST SCORING COUNTRY:** Pakistan

- **Pipeline for Entrepreneurship**
  - **HIGHEST SCORING COUNTRY:** Nigeria
  - **LOWEST SCORING COUNTRY:** Japan

- **Potential Entrepreneur Leaders**
  - **HIGHEST SCORING COUNTRY:** Australia
  - **LOWEST SCORING COUNTRY:** Brazil
Rankings & Watch List Results

Gender Procurement Policy

Gendered Data Collection

Women CEOs

Women on Boards

Women Senior Managers

USA: 5% target

South Africa: Preference system for women entrepreneurs

ANNUAL BUSINESS CENSUS & GOVERNMENT FUNDING: Chile

ANNUAL BUSINESS CENSUS: USA, Germany, France, Sweden

GOVERNMENT FUNDING: Mexico

HIGHEST
Nigeria 8%

OF HIGH RANKING COUNTRIES...
USA 4.6%
France 0%
Germany 0%
Poland 0%

HIGHEST
France 30%

LOWEST
S. Korea 1%

6 countries missing

HIGHEST
Russia 40%

LOWEST
Peru 5%

6 countries missing
Scorecard Call to Action

GOVERNMENTS
Gendered Procurement Policy
Gendered data collection

CORPORATIONS
Supplier Diversity
Diversify C-Suite & Boards

MEDIA
Increase coverage of high impact women entrepreneurs
Promote a balanced image of successful businesswomen

ENTREPRENEUR LEADERS
Catalysts for change
Raising visibility
Leveraging resources

INDIVIDUALS
Exercise shareholder rights
Invest in change
Ask for data
GLOBAL WOMEN ENTREPRENEURS LEADERS SCORECARD

http://powermore.dell.com/gwelscorecard/

join our LinkedIn group!

ruta@acgimpact.com
DWEN

JJ Davis

Executive Director, Global Communications
DWEN

DWEN is a global forum for women founders and CEOs to share best practices, build business opportunities, explore international expansion and access new resources.

“In the next five years we'll stop calling great female entrepreneurs 'female' just call them great entrepreneurs“ - Kerrie MacPherson, E&Y - Speaker/Attendee

Annual DWEN Summit

For the past 6 years, we’ve hosted 150 female entrepreneurs thought leaders, dignitaries and influencers at our annual event from 13 countries. The 2016 DWEN Summit will be held in Cape Town from June 27-28.

Regional Events

Throughout the year, we host events around the world for women to network and discuss pressing business topics.

How to Get Involved

- Follow us on Twitter: @DellInnovators
- Join our Women Powering Business group on LinkedIn
- Sign-up for our newsletter at www.dell.com/women
- Send a note to DWENteam@dell.com for more info
A LEADER IN QUALITY OF LIFE SERVICES
Our Better Tomorrow Plan

FOUR PRIORITIES:

- DEVELOP OUR PEOPLE AND PROMOTE DIVERSITY
- ACTIVELY PROMOTE NUTRITION, HEALTH AND WELLNESS
- COMMIT TO LOCAL COMMUNITIES
- PROTECT THE ENVIRONMENT
IMPACTING MILLIONS DAILY

75 MILLION customers

419,000 employees

32,700 locations

80 countries

WITH MEASURABLE RESULTS
A RECOGNIZED LEADER IN DIVERSITY, SUSTAINABILITY AND WELLNESS

MEMBER OF

Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

FOR 10 YEARS
THREE CATEGORIES OF SUPPLIERS

Small and Medium Enterprises including social & micro-enterprises

Suppliers from women, minority and other under-represented and/or protected groups

Suppliers demonstrating a diverse workforce composition & who actively embrace diversity & inclusion

...with an initial focus of woman owned and operated businesses

SUPPLY CHAIN INCLUSION PROGRAM
SODEXO’S COMMITMENT TO ACTION

By 2017
Sodexo will spend
$1 BILLION

In
40
countries

With
5,000
SMEs

1,500
Will be
Owned and operated
by women
Model for Success in North America

- Outreach/Recognition internally and externally
- Top Management Commitment
- Company Wide Commitment and Accountability
- Continuous Improvement/Supplier Development
- Supplier Diversity-integrated within our business
- Linked to Strategic Sourcing
- Measurement of Progress and ROI
- Resources and Matrix Support
FY14-15 Global Actions

Measurement
Improved ability to measure and report progress globally with a global survey and systems integration

Engagement
Engaged regional supply chain leaders with assessment and training opportunities

Collaboration
Built greater collaboration with external leaders, expanded country engagement with WEConnect and other global development organizations
<table>
<thead>
<tr>
<th>Overall Progress</th>
</tr>
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<table>
<thead>
<tr>
<th></th>
<th>SME Inclusion</th>
<th># Women/ALL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target</td>
<td>$1 billion</td>
<td>n/a</td>
</tr>
<tr>
<td>FY14</td>
<td>$349M</td>
<td>870</td>
</tr>
<tr>
<td>FY15</td>
<td>$506M</td>
<td>1,025</td>
</tr>
<tr>
<td>Change</td>
<td>+45%</td>
<td>+18%</td>
</tr>
<tr>
<td>Attainment</td>
<td>51%</td>
<td>n/a</td>
</tr>
<tr>
<td></td>
<td>93%</td>
<td></td>
</tr>
</tbody>
</table>
Better Tomorrow Plan Management

% of Group revenues of countries having one or more ISO 9001 certification

Supply Chain Inclusion in 30 Countries

Key Figures

Our Business Units across the World
% of On Site Services revenues represented

- FY 13 Group 43%
- FY 14 Group 84%
- FY 15 Group 88.6%

30 On Site countries
Increase in the indicator with 3 new countries having initiatives to integrate SMEs (Colombia, Finland & Indonesia).

Data from B&R will be available later
CALL TO ACTION

Ms. Vanessa Erogbogbo, Head, Women and Trade Programme

19th January 2016
ITC: unique development agency

- Operates under the joint mandate of the UN and the WTO
- Operates at government, TSI and SME level to promote trade
- Works with the private sector to support private sector development
- Focus on helping SMEs internationalise
ITC’s Women and Trade Programme
Achieve gender equality and empower all women and girls.
What does the data say about women in trade

- **The «exporter premium» for WBEs:** On average, women-owned SMEs that export pay more, are more productive, employ more workers and report higher than average sales.

- **Economies with better opportunities for women are more competitive.**

- **Women invest more than men in their children’s education and health:** 90% of their income compared to 30–40%. This trend has the potential to break intergenerational cycles of poverty.
Despite the economic benefits…

- Financing gap of $285bn for women owned SMEs
- Women tend to own smaller companies but work in large companies
- Women entrepreneurs own and manage only 1 in 5 of exporting firms. And they tend to export and import less than men-owned companies

The challenge

- Legal barriers

- Sociocultural barriers

In every economy of the world, women spend twice as much time as men on care and domestic work.

Did you know?

In 18 countries, women are not allowed to get a job without permission from a male family member.*
That’s why #SheTrades focuses on equal rights

*Source: World Bank

Did you know?

In 32 countries, women need permission to apply for a passport.*
That’s why #SheTrades seeks to empower women

*Source: World Bank

Unpaid Work

Hours spent daily on unpaid work by women & men, 2003-2013

Developing regions

- > 3.17 h
- 1.33 h

Developed regions

- > 2 h
- 2.33 h

Source: The World’s Women 2015, Statistics Division, United Nations Department of Economic and Social Affairs. Produced by: United Nations Department of Public Information
ITC Women and Trade Programme

**Focus on Principle 5.** Implement **enterprise development, supply chain and marketing practices** that **empower women**

**HOW?**

- Providing engagement opportunities for WEPs signatories to meet and transact business with Women business enterprises at different events, such as our annual “Women Vendors Exhibition and Forum” and our digital platform SheTrades.

- Improving the export competitiveness of goods and services supplied by women entrepreneurs.
CALL TO ACTION
Connecting 1 million women entrepreneurs to market by 2020

- Five year Call to Action
- Launched in São Paulo, September 2015
- One simple message
- 8 key pillars:
Results to date

Institutions committed to take more than 100,000 women entrepreneurs to the market by 2020

Examples:

Barclays Kenya – Committed a $50 million fund and working with ITC to train over 10,000 women-led SMEs

50,000 women entrepreneurs to market

10,000 women entrepreneurs to market
SheTrades: the right place to be

✓ Main tool to facilitate achieving the objective of bringing 1 million women to the market by 2020

✓ SheTrades is the result of a Tech Challenge organised by ITC, Google and CI&T to launch an electronic platform to increase Women business enterprises’ visibility and their access to the market

✓ SheTrades helps companies, such as WEPs signatories, to include more women entrepreneurs in their supply chains
Discover...

SheTrades

[www.shetrades.com/](http://www.shetrades.com/)

#SheTrades

**Android App on Google Play**
Forthcoming
WVEF 2016

The premier global event to get inspired, do business and create lifetime opportunities for women entrepreneurs

With more than US$ 50 million worth of business transaction agreements signed in previous forums

1-2 September 2016
Istanbul, Turkey

SECTORS
- Information Communications Technology
- Textiles and Garments
- Tourism

ACTIVITIES
- Business-to-Business meetings: To create partnerships and business relationships
- Workshops: On best practices, strategies for export and government procurement policies
- Guest speakers: Insights provided by sector specialists

For more information contact us:
http://www.intracen.org/itc/women-and-trade/
#SheTrades
womenandtrade@intracen.org

PARTNER

KAGİDER
Türkiye Kadın Girişimciler Derneği
Women Entrepreneurs Association of Turkey
CALL TO ACTION
Connecting 1 million women entrepreneurs to market by 2020

JOIN US!

Organisations can make their commitments and learn more about the CALL TO ACTION at: http://www.intracen.org/onemillionwomen/

For more information contact us: womenandtrade@intracen.org
Thank you for joining us today.

Presentation slides and a recording of the webinar will be available on the WEPs website: www.WEPrinciples.org

For additional questions about the WEPs contact:

Tulsi Byrne: byrne@unglobalcompact.org