

# Empowering Women in the Economy:

The Women's Empowerment Principles (WEPs), a global initiative by UN Women, guide businesses in promoting workplace gender equality. Among 600 signatories, there are **1.1 million employees**, of which **263,854** are women, accounting for an average of **25%** of the workforce.



We present evidence from **150 of 600 companies surveyed**, representing **25%** of all signatories

## Here's how WEPs are impacting the workplace

### Commitment to Change

Signing the WEPs signals top-level commitment to **gender equality**, with **100%** of the community dedicated to promoting women's empowerment.



### More Recruitment



# 72%

of signatory companies reported an increase in female workers in 2023

### More Women Retained

Over **91%** of signatory companies reported **flexible working arrangements**, allowing women to balance work and home needs.



Among the WEPs signatories that reported data, **1,148 women** took maternity leave in 2023, with **98% (1,120)** returning to their roles.



### Small Business Impact

Small businesses that are WEPs signatories reported **2x** the number of **women in leadership positions**.



# 67%

of managing and executive positions are held by women in companies with 1-50 employees

### Equal Pay for Equal Work



# 65%

of signatory companies expressed **increased commitment towards equal pay**.

### Advancing Women in Leadership

Companies that have been signatories for **5 years or more**, saw **2x increase in women promotions** in the workforce in 2023



Promotions of women employees in relation to the company's years as a signatory

### UN Women's ROAS Long-Term Goal

# 5%

 increase in women's labor force participation by 2030 across the Arab states region

This goal will be achieved primarily through private sector-led growth that creates meaningful job opportunities for women. The WEPs programme serves as our key platform for engaging with the private sector to drive this goal forward.

