



UN WOMEN'S EMPOWERMENT PRINCIPLES

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Executive Summary

Our vision at Mackenzie is to build a contemporary organization, driven by diverse and inclusive leadership that empowers, respects and values everyone. Our purpose is to harness diversity to promote high performance, evolve and grow our business and learn from one another. Our objective is to enable upward mobility of women and other under-represented groups through talent management. And it's why we are a signatory to the Women's Empowerment Principles (WEP).

In addition to Mackenzie's commitment to WEP, we are establishing high-level leadership for diversity and inclusion, including gender equality, through a new Diversity & Inclusion Council. There are also initiatives underway that will look to increase equality in our workplace, marketplace and community. One of these initiatives include a new training programs: Taking the Stage™, Unconscious Bias Training and the Bias Free for an Inclusive Me, speaker series.

Recently, we launched a fund and ETF that reflects these values. Mackenzie Global Leadership Impact Fund and ETF include stock selection criteria which identify companies committed to gender leadership. The management team invests in companies that have representation of women on the board of directors and in senior management, a female CEO or CFO and are a signatory to the United Nations Women's Empowerment Principles.

Overview

WEP offers guidance on how to empower women in the workplace, marketplace and community. Launched on International Women's Day in March 2010, these principles are the culmination of years of collaboration between a number of UN entities and international consultation with stakeholders from business and government.

The companies that are leading the way in this business-critical area are putting action behind these Principles, creating and implementing policies and new best practices to help more women reach their fullest potential at every level. We share the hope that more and more organizations take action to empower more women. After all, equality means business.

PRINCIPLE 1:

Establish high-level corporate leadership for gender equality

Leadership Promotes Gender Equality

- Affirm high-level support and direct top-level policies for gender equality and human rights
- Establish company-wide goals and targets for gender equality and include progress as a factor in managers' performance reviews
- Engage internal and external stakeholders in the development of company policies, programmes and implementation plans that advance equality
- Ensure that all policies are gender-sensitive – identifying factors that impact women and men differently – and that corporate culture advances equality and inclusion

PRINCIPLE 2:

Treat all women and men fairly at work – respect and support human rights and non-discrimination

Equal Opportunity, Inclusion and Nondiscrimination

- Pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men
- Ensure that workplace policies and practices are free from gender-based discrimination
- 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
- Assure sufficient participation of women – 30% or greater – in decision-making and governance at all levels and across all business areas
- Offer flexible work options, leave and re-entry opportunities to positions of equal pay and status
- Support access to child and dependent care by providing services, resources and information to both women and men

PRINCIPLE 3:

Ensure the health, safety and well-being of all women and men employees

Health, Safety and Freedom from Violence

- Taking into account differential impacts on women and men, provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including to reproductive health
- Establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment
- Strive to offer health insurance or other needed services – including for survivors of domestic violence – and ensure equal access for all employees
- Respect all employees' rights to time off for medical care and counseling for themselves and their dependents
- In consultation with employees, identify and address security issues, including the safety of women traveling to and from work on company-related business
- Train security staff and managers to recognize signs of violence against women and understand laws and company policies on human trafficking, labour and sexual exploitation

PRINCIPLE 4:

Promote education, training and professional development for women

Education and Training

- Invest in workplace policies and programmes that open avenues for advancement of women at all levels and across all business areas, and encourage women to enter non-traditional job fields
- Ensure equal access to all company-supported education and training programmes, including literacy classes, vocational and information technology training
- Provide equal opportunities for formal and informal networking and mentoring
- Articulate the company's business case for women's empowerment and the positive impact of inclusion for men as well as women

PRINCIPLE 5:

Implement enterprise development, supply chain and marketing practices that empower women

Enterprise Development, Supply Chain and Marketing Practices

- Expand business relationships with women-owned enterprises, including small businesses, and women entrepreneurs
- Support gender-sensitive solutions to credit and lending barriers
- Ask business partners and peers to respect the company's commitment to advancing equality and inclusion
- Respect the dignity of women in all marketing and other company materials
- Ensure that company products, services and facilities are not used for human trafficking and/or labour or sexual exploitation

PRINCIPLE 6:

Promote equality through community initiatives and advocacy

Community Leadership and Engagement

- Lead by example – showcase company commitment to gender equality and women's empowerment
- Leverage influence, alone or in partnership, to advocate for gender equality and collaborate with business partners, suppliers and community leaders to promote inclusion
- Work with community stakeholders, officials and others to eliminate discrimination and exploitation and open opportunities for women and girls
- Promote and recognize women's leadership in, and contributions to, their communities and ensure sufficient representation of women in any community consultation
- Use philanthropy and grant programmes to support company commitment to inclusion, equality and human rights

PRINCIPLE 7:

Measure and publicly report on progress to achieve gender equality

Transparency, Measuring and Reporting

- Make public the company policies and implementation plan for promoting gender equality
- Establish benchmarks that quantify inclusion of women at all levels
- Measure and report on progress, both internally and externally, using data disaggregated by sex
- Incorporate gender markers into ongoing reporting obligations

FOR MORE INFORMATION ABOUT MACKENZIE GLOBAL LEADERSHIP IMPACT FUND/ETF, PLEASE CONTACT YOUR ADVISOR.

Commissions, trailing commissions, management fees and expenses all may be associated with investment funds. Please read the prospectus before investing. Mutual funds are not guaranteed, their values change frequently and past performance may not be repeated.

Reference: <http://weprinciples.org/>