



THE 2024 WEPS AWARDS

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

APPLICATIONS OPEN MAY 2 – JUNE 30

REGIONAL LAUNCH EVENT

MAY 2024 | 13.00 - 14.00 (GMT+7)

[ASIAPACIFICWEP SAWARDS.ORG](https://asiapacificwepsawards.org)

#WEP SAWARDS

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office



THE 2024
WEPS AWARDS

For exemplary practice embracing the Women's
Empowerment Principles (WEPs) in Asia-Pacific

THE WEPS AWARDS JOURNEY



KATJA FREIWALD

*Regional Lead
Women's Economic Empowerment & Migration
UN Women Asia and Pacific*

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#WEPSAWARDS

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The **Women's Empowerment Principles (WEPs)** provide a framework for all businesses to guide their work towards gender equality **across their value chain** – regardless of size, sector or geography.

A global movement with more than 9,500 Signatories

The Asia-Pacific WEPs Community has now surpassed 2,500 – the fastest growing region for new commitments!



1. Gender-equal corporate leadership

2. Gender equality in the workplace

3. Employee health and safety

4. Education and training for women

5. Enterprise and supply chain development

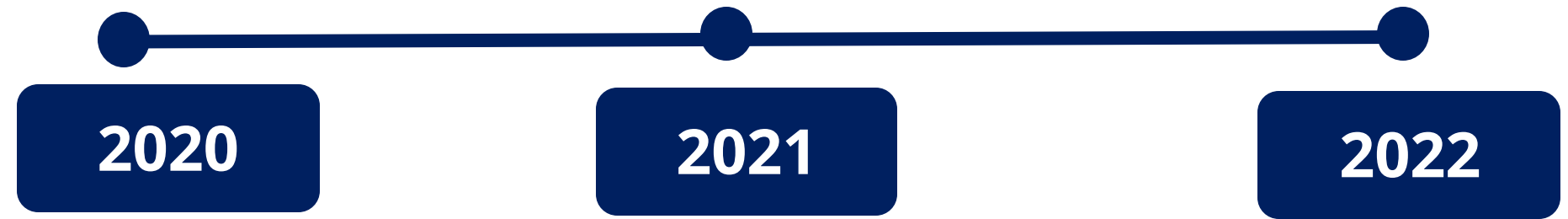
6. Equality through community advocacy

7. Measurement and reporting



The UN Women Asia-Pacific WEPs Awards

The ONLY Regional Awards initiative recognizing exemplary private sector action for gender equality aligned to the Women's Empowerment Principles (WEPs)



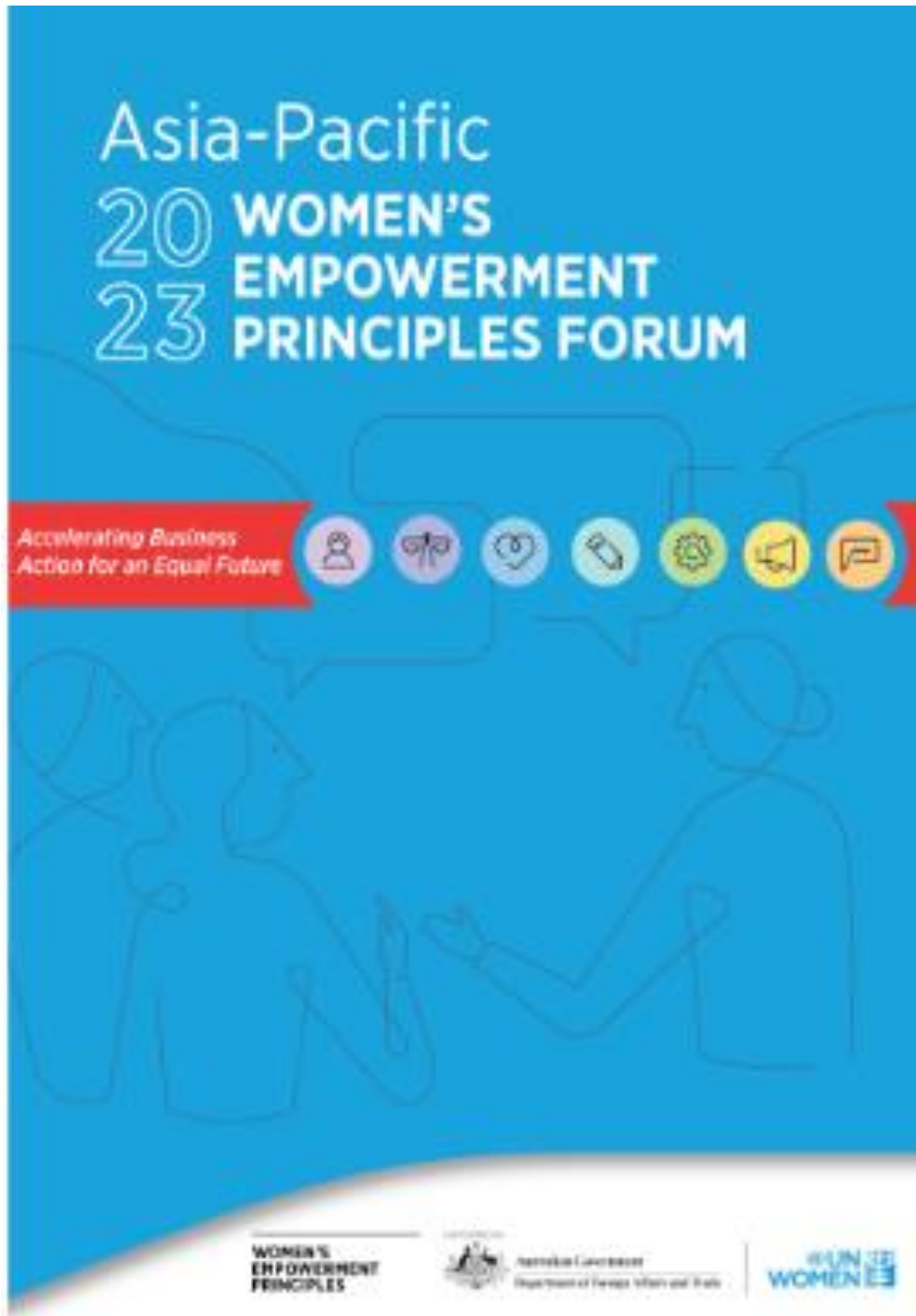
More than 1,500 applications
More than 1,000 participating companies
More than 300 leaders and companies recognized for their actions and impact

www.asiapacificwepsawards.org

- Leadership Commitment
- Gender-inclusive Workplace
- Gender-responsive Marketplace
- Community Engagement & Partnerships
- Transparency & Reporting
- SME Champions
- 2024 Highlighted Category

ASIAPACIFICWEP SAWARDS.ORG #WEP SAWARDS

First ever in person convening of the Asia-Pacific WEPs Community



- 170 participants
 - Multi-stakeholder
 - 3 Plenaries + 13 interactive Breakouts
- 🔊 WEPs Forum Report Coming Soon



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TWO YEAR WEPs CYCLE: Recognizing, Building Capacity and Deepening Impact

2024

2025

Asia-Pacific
WEPs Awards

Asia-Pacific
WEPs Forum

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WELCOMING REMARKS



KATHLEEN BOMBELL

*Director
Gender Equality Strategic
Budget and Investment Section
Australian Department of
Foreign Affairs and Trade (DFAT)*

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FIRESIDE CHAT

MAYA JUWITA

*Workplace Gender Equality Director
Investing in Women*

NEN LIN SOO

*Head of Corporate PR
Forest Interactive*



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THE WEPs AWARDS IN DETAIL

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Overview of the Awards

Open to ALL Private Sector Organizations operating in a country in the **Asia-Pacific**

Awardees chosen by expert jury panel from across the business ecosystem

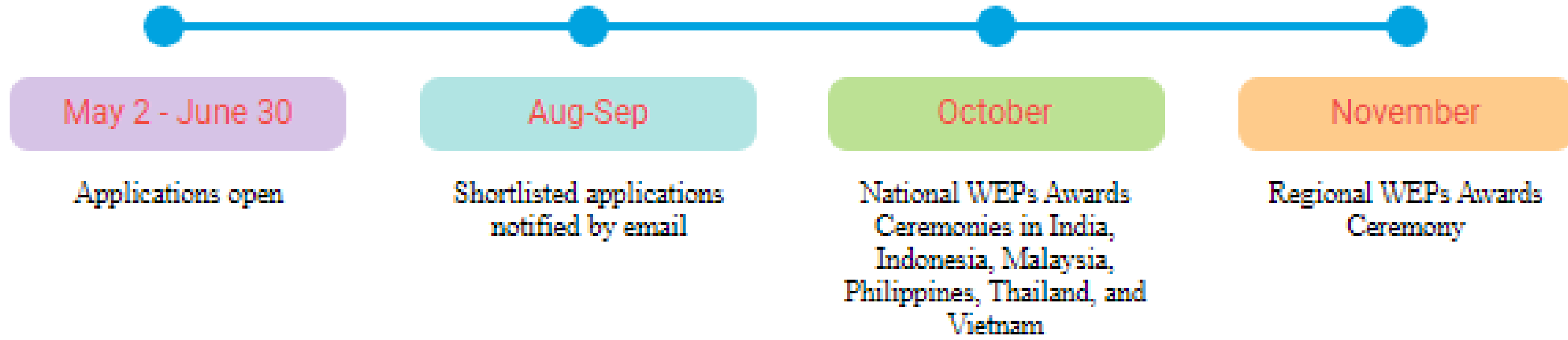
National awards held in **India, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam**

Regional Awards Ceremony recognizing Top Actions from companies across the region





Key Dates





5 Main Categories

3 SME Champions

Per Category:
Winner
1st Runner Up
2nd Runner Up

WEPS AWARDS LEADERSHIP COMMITMENT

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

WEPS AWARDS COMMUNITY ENGAGEMENT & PARTNERSHIPS

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

WEPS AWARDS TRANSPARENCY & REPORTING

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

WEPS AWARDS GENDER-INCLUSIVE WORKPLACE

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

WEPS AWARDS GENDER-RESPONSIVE MARKETPLACE

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

2024 Highlighted Category

WEPS AWARDS INNOVATIVE FINANCING

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific



WEPS AWARDS

LEADERSHIP COMMITMENT

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific



LEADERSHIP COMMITMENT

Leaders in corporations who have **set strong corporate commitments** inclusive of progressive policies, regulations or practices that aim to promote gender equality in the workplace, marketplace and/or community.

- Promoting gender equality within the company
- Public commitments or delivering gender sensitive messages to the public

Award to an Individual



WEPS AWARDS

GENDER- INCLUSIVE WORKPLACE

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific



GENDER-INCLUSIVE WORKPLACE

Recognizes achievements that corporations have demonstrated in adopting relevant **gender-inclusive measures in the workplace.**

- Equal recruitment & pay
- Flexible work arrangements and supporting family responsibilities of female and male employees (i.e. unequal care burden)
- Guarantee the safety and well-being of female and male employees
- Promote women's career development and leadership (more women in management, leadership, under-represented departments, etc.)
- Broader diversity, equity and inclusion efforts

Award to a company/organization



WEPS AWARDS

GENDER-RESPONSIVE MARKETPLACE

For exemplary practice embracing the Women's Empowerment Principles (WEPS) in Asia-Pacific



GENDER-RESPONSIVE MARKETPLACE

Recognizes corporations for embracing a **gender-lens throughout their value-chains** from sourcing to disposal.

- Supplier diversity
- Progressive programs and/or policies to incentivize procurement from women-owned businesses
- Gender-inclusive distribution and selling
- Gender responsive marketing and advertising (include promoting gender equality & women's empowerment)
- Supporting women entrepreneurs through capacity development or market access opportunities

Award to a company/organization



WEPs AWARDS

COMMUNITY ENGAGEMENT & PARTNERSHIPS

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific



COMMUNITY ENGAGEMENT & PARTNERSHIPS

Recognizes **corporate champions that promote gender equality through community engagement and partnerships.**

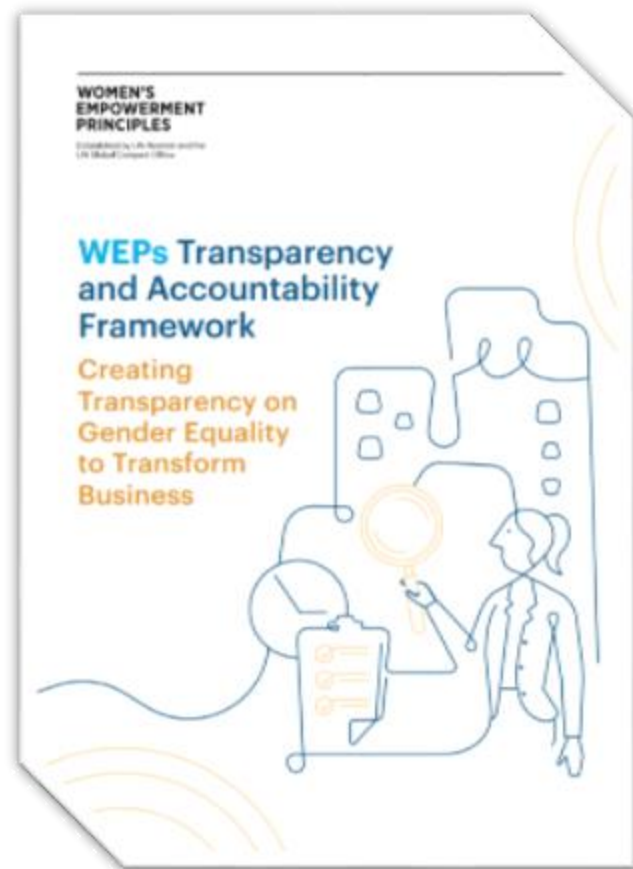
Partnering with and/or collaborating with NGOs, international organizations, or other organizations committed to promoting gender equality

- Participating in any advocacy or multi-stakeholder platforms and partnerships to promote gender equality (i.e. Unstereotype Alliance)
- Transformational action or systemic change within the company's respective industry
- Integrating gender equality into their sustainability strategies, CSR or philanthropy programs

Award to a company/organization

 **WEPS AWARDS**
TRANSPARENCY & REPORTING

For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific



TRANSPARENCY & REPORTING

Recognizes **private sector champions that promote gender equality through transparency & reporting initiatives.**

- Public reporting of company-wide gender data (i.e. women in leadership, retention and promotion of female employees)
- Conducting company-wide gender audits or analysis of particular issues (i.e. gender pay gap, percentage of procurement spent on women-owned businesses)
- Integrating gender indicators into sustainability reporting criteria
- Advocating across their respective industry to advance public reporting of gender data

Award to a company/organization

 **WEPS AWARDS**
**INNOVATIVE
FINANCING**

For exemplary practice embracing the Women's Empowerment Principles (WEPS) in Asia-Pacific



INNOVATIVE FINANCING

Recognizes **private sector champions** - financial institutions, investors, corporates, stock exchanges and others - **that promote gender equality through innovative financing.**

- Innovative efforts to design products and services, financial instruments, funds, investing frameworks and/or other innovative programs that advance gender equality in alignment with any of the 7 Principles
- Issuing a gender bond, launching a gender-lens fund, developing an innovative financial product
- Developing frameworks to accelerate gender-lens investing
- Not for financing projects without substantial involvement in design, implementation, and/or measuring progress.

Award to a company/organization



WHO SHOULD APPLY?

WEPS AWARDS is for everyone in business

All companies or organizations with residency and/or registered to operate in one of the Asia-Pacific countries

Single **entrepreneurs, SMEs, multi-nationals, social enterprises, industry associations, stock exchanges**

All nationalities welcome to apply for individual Leadership awards

You do **NOT need to be a WEPS signatory** to apply





How to Become a WEPs Signatory?

Joining the WEPs network is straightforward:

Download the CEO Statement of Support, have it signed by your company's CEO, and submit it with your application to:

<https://www.weps.org/join>



WHY APPLY?

1

Demonstrate your leadership on gender-equality and **yield benefits for your business**

2

Build credibility and fast track your **sustainability agenda and make your action visible to consumers and stakeholders**

3

Benefits to all applicants:

- **Self-diagnostic tool** which to measure the competitive advantages
- Joining a global peer **network of nearly 6,500 companies**
- Free online trainings / webinars

BENEFITS TO AWARDEES & WINNERS

- **Worldwide recognition** and visibility through joint speaking and media opportunities in UN Women's and WEPS Communication Channels, Events and Media
- **Regional Awardee Testimonial video** featured on UN Women media channels
- **WEPS Awards Champion Profile** created for Regional Champions and featured on UN Women media channels



WEPS AWARDS APPLICATION PROCESS

STEP 1: Go to the Website



www.asiapacificwepsawards.org

STEP 2 Choose Your Language

START YOUR APPLICATION



STEP 3: Complete the 4 Sections and Upload Files





WEPS AWARDS APPLICATION PROCESS

Apply Online

www.asiapacificwepsawards.org/apply



WEPS AWARDS APPLICATION PROCESS ABOUT THE APPLICATION

All applications must be submitted online. The standard application is in English, but for selected countries there is the opportunity to apply in the local language.

Applicants need to submit one application and may apply for **up to two categories**. The application consists of three parts:

- **Part 1: Applicant Information**
- **Part 2: General Questions:** multiple choice questions to assess the applicant's policies and practices aligned to the WEPS principles
- **Part 3: Category Questions:** open-ended questions for the applicant to detail the specific initiative for which they wish to be nominated.

In Parts 2 and 3, you will be asked to upload supporting documents that provide evidence for the claims you make. While we recommend companies provide supporting documents, we appreciate especially start-ups and entrepreneurs may not have all supporting elements at hand and will accept a written description in lieu of documentation.



WEPS AWARDS APPLICATION PROCESS

Part 1 : Application

The UN Women Asia-Pacific WEPS Awards 2024 Application

You can save your application at any time but clicking the 'Save' button below. You will receive a notification email from Jotform and can return to complete your application at any time.

Part 1: Applicant Information

How did you hear about the WEPS Awards? *

If answered 'other' above, please specify

Country which the company is applying from (or country in which the initiative presented for awards consideration was implemented): *

Company Name (English) *

Company Name (Local Language) *

Company Headquarters (if available) *

Does your company operate in other countries? *

- Yes
- No

Is your company or organization registered as a business (this includes established and startup for-profit businesses and social enterprises)? *

- Yes
- No

Number of employees *

- Self employed
- 1-10 Employees
- 11 – 50 Employees
- 51 – 200 Employees
- 201 – 500 Employees
- 501 – 1000 Employees
- 1001 – 5000 Employees
- 5001 – 10000 Employees
- 10001+ Employees

Percentage of women employees *

- Up to 15%
- Between 15-29%
- Between 30% – 50%
- Between 51% - 80%
- Above 80%

Company CEO, Founder, or Co-Founder: *

Contact person: *



WEPS AWARDS APPLICATION PROCESS Part 2 : General Questions

Answers to all questions should refer only to current policies, practices, programs, activities and data. In order to verify answers, applicants will be asked to submit additional supporting documents. These supporting documents can include but are not limited to: company policies, action plans, company webpage, organization structure chart, internal and external communication materials, press releases, or any other types of documents that can validate a certain response. All information in the supporting documents will be confidential and only used for the award selection. If you require further clarification on the questions, please email weempower.asia@unwomen.org for assistance.

The percentage of women in management positions, at all levels, including the company's top management, is: *

- A) The percentage is below 10% women.
- B) The percentage is 10% to 29% of women.
- C) The percentage is 30% to 49% women.
- D) The percentage is up to or above 50% women.

Please provide a written description and upload supporting documents [i.e. organizational chart for all management]

Upload files

pdf, doc, docx, xls, xlsx

Written description of supporting evidence, if applicable

Does your company offer and support paid maternity leave? *

- A) Yes, aligned with national regulatory requirements in the country of business operation.
- B) Yes, above national regulatory requirements in the country of business operation, but it is lower than the ILO's Convention 183 on Maternity Protection of 14 weeks.
- C) Yes, aligned with the ILO's Convention 183 on Maternity Protection of 14 weeks.
- D) Yes, above the ILO's Convention 183 on Maternity Protection of 14 weeks.

Specify number of days of maternity leave *

ex: 23

Does your company offer and support paid paternity leave? *

- A) No, we do not have a formalized policy that supports paid paternity leave.
- B) Yes, aligned with national regulatory requirements in the country of business operation.
- C) Yes, above regulatory requirements in the country of business operation, if national provisions exist.
- D) Yes, though there is no national regulatory requirement for paternity leave in the country of business operation.

Specify number of days of paternity leave *

ex: 23

Please provide a written description and upload any supporting documents regarding parental leave [i.e. HR handbook, policy]

Upload files

pdf, doc, docx, xls, xlsx

Written description of supporting evidence, if applicable



WEPS AWARDS APPLICATION PROCESS

Part 3 : Category Questions

Gender-inclusive Workplace

This award recognizes achievements that corporations have demonstrated in adopting relevant gender-inclusive measures in the workplace. This may include innovative approaches to equal recruitment, support to provide flexible work arrangements, addressing specific needs of female and male employees, transformational initiatives to support family responsibilities of female and male employees to address the unequal care burden, and accelerative actions to guarantee the safety and well-being of female and male employees, accelerating progress towards equal pay, and promote women's career development and leadership.

Title: Enter the title and short description of the initiative (max. 50 words)

Background and Context (400 words):

1. Provide some background about the issue and/or challenge to be solved.
2. Explain the specific purpose of the policy, programme or initiative. Why was it launched? What need, goal or gap does it address?
3. Who does it seek to impact and what is the current scale of the initiative (e.g., the number of employees it would cover, their roles and job levels, the countries it would be implemented in)? Which departments or individuals are involved?

Key Actions Taken & Lessons Learnt (600 words)

- What are the key actions that have been/are being taken to implement the policy, programme or initiative?
- Were any external partners involved (i.e. other businesses, industry networks, and/or other stakeholders such as government, civil society, and non-profits)? If so, what approach did the company take to build partnerships and engage in collaboration? How did collaboration support or enhance the initiative?
- What were/are the biggest challenges in implementing the policy, programme or initiative? How are these being overcome, and what are the key lessons learned?

Results and Sustainability (400 words)

- What are the key results to date? Please be as specific as possible and supply available data.
- How was or will success be determined? If relevant, what indicators and metrics were/are included? Was sex-disaggregated data collected to track and measure progress?
- How does the company plan to carry forward the initiative (including a scaling and/or sustainability plan)?

Supporting Documents (can include company policies, press release, company newsletter, photos, CSR reports or other report from the company, etc.) *Note: Some form of supporting documentation is required in order for your application answers to be verified. If you do not have any supporting evidence, please note this and provide reasons for the same.



WEPS AWARDS APPLICATION PROCESS

Part 4 : Submit Application

Application Submission

By clicking and submitting this application, you understand that all data submitted as part of the application will be kept secure and confidential and used only for the awards selection, including but not limited to updates, communications, and mailing lists related to the awards. UN Women is committed to preserving the confidentiality, integrity, and availability of all the physical and electronic information assets held through the organization, not only to support and enable its mandate, strategic objectives, and daily operation, but also to protect its stakeholders. Consent will be sought for any examples that UN Women would like to feature through our communication. You have a right to access and/or correct the personal information we hold about you by contacting weempower.asia@unwomen.org.

Save

Submit



SCORING PROCESS

Shortlisting Conducted by UN Women

- **Part 1: Applicant Information** - No Score
- **Part 2: General Questions:** Weighted at 25%
 - Automatically scored upon submission
 - Answers verified with supporting documentation
- **Part 3: Category Questions:** Weighted at 75%
 - Scored using standardized score card
 - Answers verified with supporting documentation

Final Scoring conducted by Jury Panel of External Experts

- Jury Briefing Session to ensure consistent scoring
- Jury Scores Part 3 and reviews supporting documents
- Scores collected, combined with Part 2 and final awardees determined



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FREQUENTLY ASKED QUESTIONS

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Is there any fee to
join the WEPs or apply
for the WEPs Awards?

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Can I apply this year if I applied or won last year?

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What is the application and judging process like?

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Can I apply if I have not implemented gender equality initiatives in all areas of the WEPs?

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Can my company apply as a
Regional Office, for initiatives
implemented in several
country branches?

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