LIVE INFORMATION SESSION

Interested in Applying?
We’ll walk you through, step by step!

September 1, 2020 11:30AM-12:30PM (GMT+7)

#WeEmpowerAsia  #WEPs10  #WEPsAwards  www.asiapacificwepsawards.org
AGENDA

- Background to the WEPs Awards
- Introduction to the Asia-Pacific WEPs Awards
- WEPs Awards Application Process
- Q&A

Presenter:
Katja Freiwald, WeEmpowerAsia Regional Head, UN Women
Watch it on YouTube: https://youtu.be/0bIN30pN8Y4
BACKGROUND TO THE WEPs AWARDS
WeEmpowerAsia is a UN Women-programme funded by and in partnership with the European Union seeking to increase the number of women who lead and participate in business in China, India, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam.

Visit us: [http://weempowerasia.org](http://weempowerasia.org)
The Women’s Empowerment Principles (WEPs) provide a framework for all businesses to guide their work towards gender equality – regardless of size, sector or geography.
Supporting women’s economic empowerment benefits businesses

Advancing women’s economic empowerment drives economic growth and supports business performance and resilience through:

- Cost savings and productivity
- Added trust and credibility
- Innovation
- Market growth from new consumers who demand more gender-inclusive approaches of companies

USD 4.5 trillion

Could be added to Asia-Pacific economies by 2025 through advancing women’s equality

McKinsey & Company, 2018

GENDER DIVERSE companies outperform their peers by 21%
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
For exemplary practice embracing the Women’s Empowerment Principles (WEPs) in Asia-Pacific
The UN Women 2020 Asia-Pacific WEPs Awards

First regional awards initiative that recognizes companies who are taking action for gender equality in the region aligned to the Women's Empowerment Principles (WEPs), with the ultimate objective to make good practices visible and encourage more business to take action by joining the WEPs.

National level awards will also be held in WEA countries (China, India, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam) prior to the Regional Awards. Applicants from ALL Asia-Pacific countries are eligible for the Regional WEPs Awards Ceremony.

www.asiapacificwepsawards.org

APPLY NOW until September 25th
Key Dates

- **September 25**: Applications close
- **October 5-9**: Shortlisted applications notified by email
- **November 9-20**: National WEPs Awards Ceremonies in China, India, Indonesia, Malaysia, the Philippines, Thailand, and Viet Nam
- **December 10**: Regional WEPs Awards Ceremony
UN Women Asia-Pacific WEPs Awards

6 Categories

- Leadership Commitment
- Gender-Inclusive Workplace
- Community and Industry Engagement
- Youth Leadership
- Gender-Responsive Marketplace
- COVID-19 Action
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 [CEO’s / Strong Leaders]
Criteria: leaders over the age of 30
Youth leaders, young entrepreneurs, leaders of start-ups or young employees who actively initiate and promote both gender equality and women empowerment within their organizations, marketplace and/or community.

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

Award to an Individual
Criteria: leaders under the age of 30
Recognizes achievements that corporations have demonstrated in adopting relevant gender-inclusive measures in the workplace.

- Equal recruitment & pay
- Flexible work arrangements
- Support 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 ...)

Award to a company
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
Recognizes corporate champions that promote gender equality through community and industry engagement.

- Integrating gender equality into their sustainability strategies, CSR or philanthropy programs
- Supporting and collaborating with NGOs, international organizations, or other organizations committed to promoting gender equality
- Participating in any advocacy or multi-stakeholder platforms to promote gender equality
- Transformational action or systemic change within the company’s respective industry

Award to a company
Recognize companies or leaders which have made significant contributions to promote gender equality and women’s empowerment in the context of COVID-19.

- Adopting gender-sensitive responses to COVID-19 to support female and male employees
- Supporting women owned small and medium sized enterprises (SMEs)
- Supporting women and girls in the community
- Raising awareness of women’s needs during the pandemic
- Encouraging women’s leadership and participation in fighting COVID-19.

Award to a company
The WEPs Awards
Application Process
WHO SHOULD APPLY?

WEPs AWARDS is for everyone

**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*

**All nationalities** welcome to apply for individual Leadership awards

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

**Benefits to all applicants:**
- **Self-diagnostic tool** which to measure the competitive advantages
- Joining a global peer **network of 3,500+ 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
- Free access to **UN Women mentoring and training programmes** to assess company’s progress and implement a Gender Action Plan
- A company **case study featured** in a special issue of the WeEmpower Asia newsletter
WEPs AWARDS APPLICATION PROCESS

STEP 1: Go to the Website

www.asiapacificweapsawards.org

STEP 2 Choose Your Language

STEP 3: Complete the 4 Sections and Upload Files

START YOUR APPLICATION

Applicant Information General Questions

Category Questions Submit Application
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 2020 Asia-Pacific WEPS Awards Application

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

**Part 1: Applicant Information**

- **How did you hear about the WEPS Awards?**
- **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):**
- **Industry:**

**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: *
  
  1) The percentage is below 10% of women
  2) The percentage is 10% to 19% of women
  3) The percentage is 30% to 49% of women
  4) The percentage is up to or above 50% of women

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

Upload files
pdf, doc, docx, zip, xsx

Written description of supporting evidence, if applicable

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Does your company offer and support paid maternity leave? *
  
  1) Yes, aligned with national regulatory requirements in the country of business operation.
  2) 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.
  3) Yes, aligned with the ILO’s Convention 183 on Maternity Protection of 14 weeks.
  4) 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? *

- 1) No, we do not have a formalized policy that supports paid paternity leave.
- 2) Yes, aligned with national regulatory requirements in the country of business operation.
- 3) Yes, above regulatory requirements in the country of business operation, if national provisions exist.
- 4) 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, xsx

Written description of supporting evidence, if applicable
WEPs AWARDS APPLICATION PROCESS

Part 3: Category Questions

Gender-Inclusive Workplace

This award recognizes achievements that organizations have demonstrated in adopting relevant gender-inclusive practices. The award may include innovative approaches to equal employment support to provide flexible work arrangements, addressing specific needs of female and male employees, transformational initiatives to support the empowerment of female and male employees, addressing the unique work burden, and accelerating actions to guarantee the safety and well-being of female and male employees, monitoring 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

1. Please describe one specific policy, program, or initiative for gender equality in the workplace. 2. Explain the specific sources of the policy, program, or initiative. 3. Why was it launched? What need did or goal did it address? 4. How does it work? What is its current impact and what is the current scale of the initiative? If applicable, the number of employees involved in the initiative. 5. What are the outcomes to date? Please be as specific as possible and supply a data source. 6. How does the company plan to carry forward the initiative (including a scaling/gender sustainability plan)?

Challenges and Lessons Learned (400 words):

Defining Success and Reporting on Progress (400 words):

Suggesting documents (e.g., company policies, press releases, company newsletter, photos, CSR reports or other reports from the company, etc.):

Submit Data
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
Q&A
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To learn more www.asiapacificweepsawards.org