

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



































Visit us: http://weempowerasia.org



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.













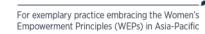








Information Session



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.



of commitment to gender equality in the workplace, marketplace & community.

WOMEN'S EMPOWERMENT PRINCIPLES



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















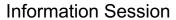




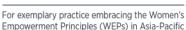














USD 4.5 trillion in

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

McKinsey & Company, 2018

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

GENDER DIVERSE

companies outperform their peers by

21%











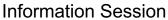




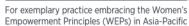














How to Become a **WEPs Signatory?**

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













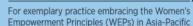




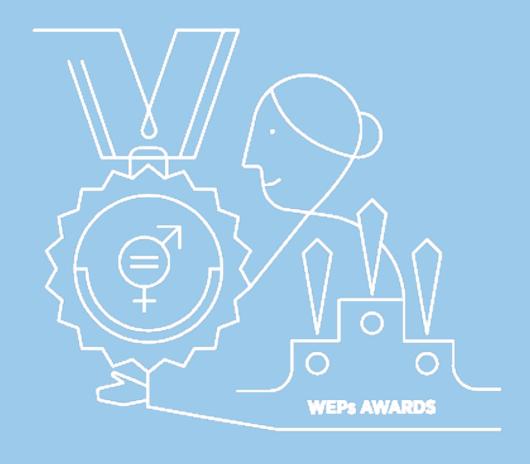
































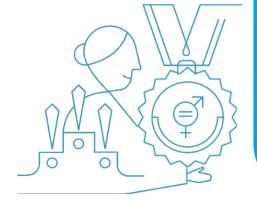


The UN Women 2020 Asia-Pacific WEPs Awards

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

























Information Session

Key Dates

September 25

Applications close

October 5-9

Shortlisted applications notified by email

November 9-20

National WEPs Awards Cermonies 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



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



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Empowerment Principles (WEPs) in Asia-Pacific



















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



LEADERSHIP AWARDS (A)

Leaders in corporations who have **set strong** corporate commitments inclusive of progressive polices, 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

























Empowerment Principles (WEPs) in Asia-Pacific













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



LEADERSHIP AWARDS (B)

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, underrepresented departments ...)































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























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



































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.









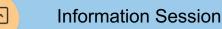














The WEPs Awards

Application Process





















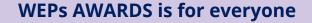




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WHO SHOULD APPLY?



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





















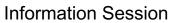
















WHY APPLY?

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

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

The 2020 Asia-Pacific WEPs Awards



Applications open NOW - September 25

www.asiapacificwepsawards.org

STEP 2 Choose Your Languange

START YOUR APPLICATION















STEP 3: Complete the 4 Sections and Upload Files

Applicant Information

General Questions

Category Questions

Submit Application















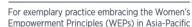












WEPs AWARDS APPLICATION PROCESS

Apply Online

www.asiapacificwepsawards.org/apply







weempowerasia

Gender equality means good business















Information Session

WEPS AWARDS APPLICATION PROCESS ABOUT THE APPLICTION

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.



























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WEPS AWARDS APPLICATION PROCESS Part 1: Application

You can save your application	20 Asia-Pacific WEPs Awards Application on at any time but clicking the 'Save' button below. You will receive a notification email ofform and can return to complete your application at any time.
Part 1: Applicant I	nformation
How did you hear about the W	EPs Awards? *
mplemented): *	applying from (or country in which the initiative presented for awards consideration was
Company Name (English) *	
Company Name (Local Langua	ge) *
Company Headquarters (if ava	ilable)
Industria *	
Industry *	

0	Yes
0	No
Nu	umber of employees *
0	Self employed
0	1-10 Employees
0	11 – 50 Employees
0	51 – 200 Employees
0	201 – 500 Employees
0	501 – 1000 Employees
0	1001 – 5000 Employees
0	5001 – 10000 Employees
0	10001+ Employees
Pe	rcentage of women employees *
0	Up to 15%
0	Between 15-29%
0	Between 30% - 50%
0	Between 51% - 80%
0	Above 80%
C	mpany CEO, Founder, or Co-Founder:
	inputy ces, router, or co router.
L	
c	ntact person: *



























Information Session

WEPs AWARDS APPLICATION PROCESS Part 2: General Questions

can include but are not limited internal and external commur certain response. All informati	be asked to submit additional supporting documents. These supporting documents of to: company policies, action plans, company webpage, organization structure chart, nication materials, press releases, or any other types of documents that can validate a on in the supporting documents will be confidential and only used for the award or clarification on the questions, please email weempower.asia@unwomen.org for
The percentage of women in m	anagement positions, at all levels, including the company's top management, is: *
○ A) The percentage is below	IO% women.
○ B) The percentage is 10% to	29% of women.
○ C) The percentage is 30% to	2 49% women.
Please provide a written descrip	otion and upload supporting documents [i.e. organizational chart for all management]
Upload files	
pdf, doc, docx, xls, xlsx	
odf, doc, docx, xls, xlsx Written description of supporti	ng evidence, if applicable

	pport paid maternity leave? *
A) Yes, aligned with national	regulatory requirements in the country of business operation.
 B) Yes, above national regular Convention 183 on Maternity 	tory requirements in the country of business operation, but it is lower than the ILO's repretended in the received protection of 14 weeks.
○ C) Yes, aligned with the ILO's	Convention 183 on Maternity Protection of 14 weeks.
O D) Yes, above the ILO's Conve	ention 183 on Maternity Protection of 14 weeks.
Specify number of days of mate	rnity leave *
ex: 23	
Does your company offer and su	pport paid paternity leave? *
A) No, we do not have a form	nalized policy that supports paid paternity leave.
B) Yes, aligned with national s	regulatory requirements in the country of business operation.
C) Yes, above regulatory requ	irements in the country of business operation, if national provisions exist.
O D) Yes, though there is no na	tional regulatory requirement for paternity leave in the country of business operation.
Specify number of days of pater ex: 23 Please provide a written descriptolicy]	nity leave * ion and upload any supporting documents regarding parental leave [i.e. HR handbook,
ex: 23 Please provide a written descript	
ex: 23 Please provide a written descript policy]	
ex: 23 Please provide a written descript policy] Upload files	
ex: 23 Please provide a written descript policy] Upload files pdf, doc, docx, xls, xlsx	ion and upload any supporting documents regarding parental leave [i.e. HR handbook,
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1 SEP

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

WEPS AWARDS APPLICATION PROCESS

Part 3: Category Questions

	tes achievements that corporations have demonstrated in adopting relevant gender-inclusive rkplace. This may include innovative approaches to equal recruitment, support to provide flexible
	rxplace. This may include innovative approaches to equal recruitment, support to provide tlexible, addressing specific needs of female and male employees, transformational initiatives to
	onsibilities of female and male employees to address the unequal care burden, and accelerative
	e the safety and well-being of female and male employees, accelerating progress towards equal romen's career development and leadership.
pay, and promote w	others career development and leadership.
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Title: Enter the title a	and short description of the initiative (max. 50 words) *
	050
	090
Background	
1. Please describe or	ne specific policy, programme or initiative for gender equality in the workplace. 2. Explain the
	the policy, programme or initiative. Why was it launched? What need, goal or gap does it
	it seek to impact and what is the current scale of the initiative (e.g., the number of employees it oles and job levels, the countries it would be implemented in)? Which departments or
	lved? 3. Were any external partners involved (i.e. other businesses, industry networks, and/or
	such as government, civil society, and non-profits)? If so, what approach did the company take
to build partnership	is and engage in collaboration? How did collaboration support or enhance the initiative?
Background (400 w	ords): *

1. How was or will success be determined? If releva	ant, what indicators and metrics were/are included? Was sex-
disaggregated data collected to track and measure	progress? 2. What are the outcomes to date? Please be as
specific as possible and supply available data. 3. Ho	ow does the company plan to carry forward the
initiative (including a scaling and/or sustainability p	olan)?
Challenges and Lessons Learned (400 words): *	
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Defining Success and Reporting	g on Progress (400 words):
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1. How was or will success be determined? If releva	ant, what indicators and metrics were/are included? Was sex-
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Information Session

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





















Empowerment Principles (WEPs) in Asia-Pacific

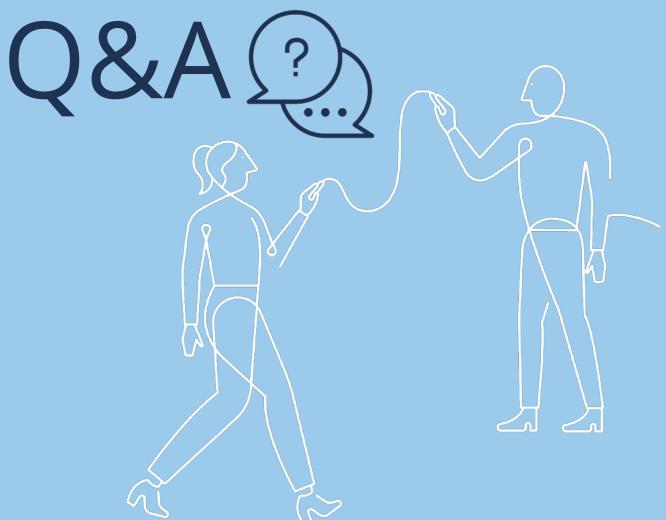




















weempowerasia

Gender equality means good business

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







































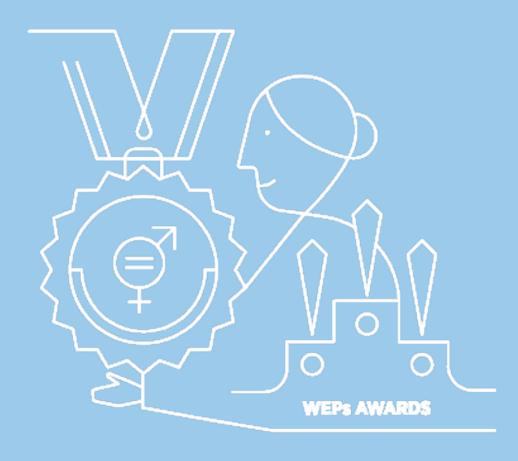




APPLY NOW

until September 25th

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If you have any questions about the application process, please contact us at weempower.asia@unwomen.org

To learn more www.asiapacificwepsawards.org







