



# WEPs AWARDS

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

APPLICATIONS OPEN MAY 2 – JUNE 30

# INFORMATION SESSION

MAY 21 | 13.00 - 14.00 (GMT+7)

[ASIAPACIFICWEPsAWARDS.ORG](https://asiapacificwepsawards.org)

#WEPsAWARDS

**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

Established by UN Women and the  
UN Global Compact Office



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

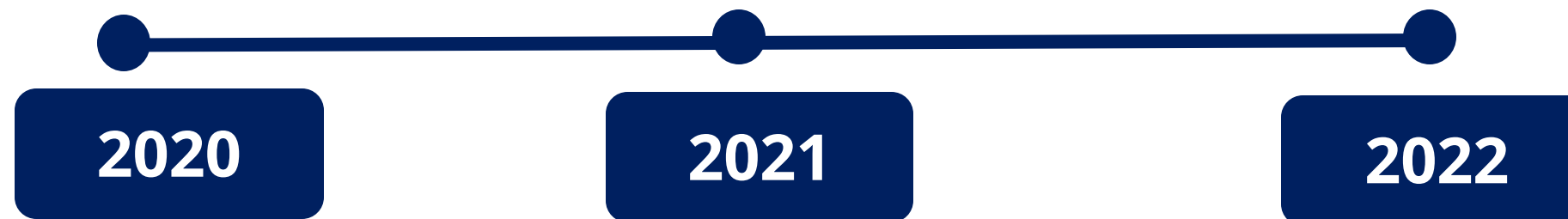


7. Measurement and reporting



# 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](http://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

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THE 2022  
**WEPS AWARDS**

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# Wall of Awardees



**Leadership  
Commitment**

**Gender-Inclusive  
Workplace**



**Gender-Responsive  
Marketplace**

**Community  
Engagement  
and Partnerships**



**Transparency  
and Reporting**

**SME Champions**



**Youth Leadership**

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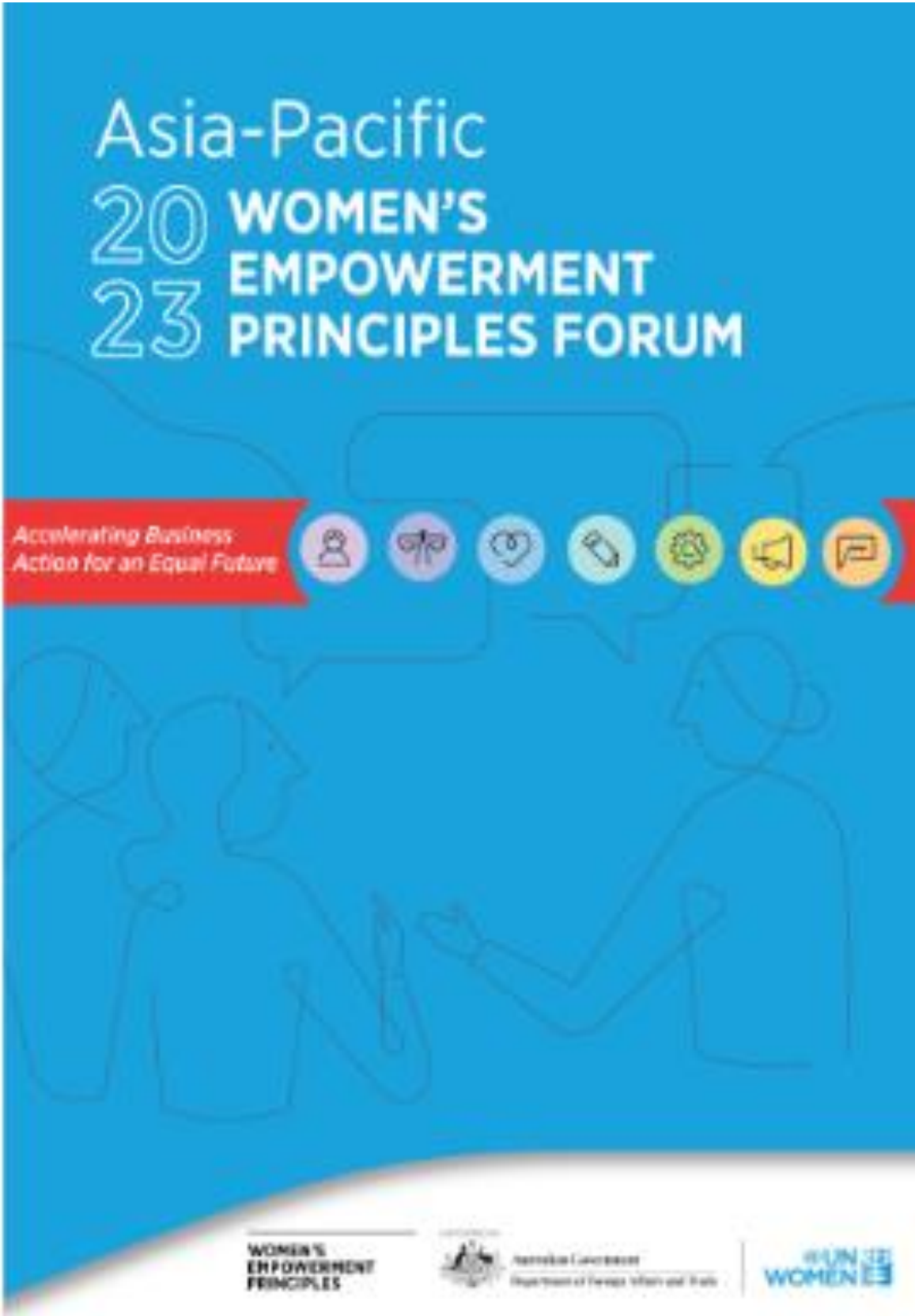
SUPPORTED BY



ORGANIZED BY



# 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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# THE 2024 WEPs AWARDS

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

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

2024

2025

Asia-Pacific  
WEPs Awards

Asia-Pacific  
WEPs Forum

[ASIAPACIFICWEPsAWARDS.ORG](https://asiapacificwepsawards.org)

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# THE WEPs AWARDS IN DETAIL

[ASIAPACIFICWEPsAWARDS.ORG](https://asiapacificwepsawards.org)

#WEPsAWARDS

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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

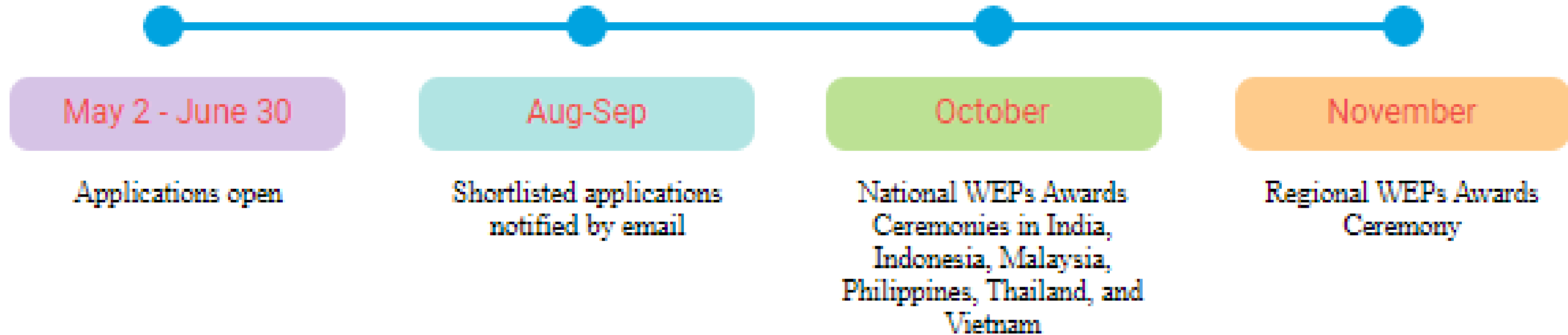
**National awards** held in **India, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam**

**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.**

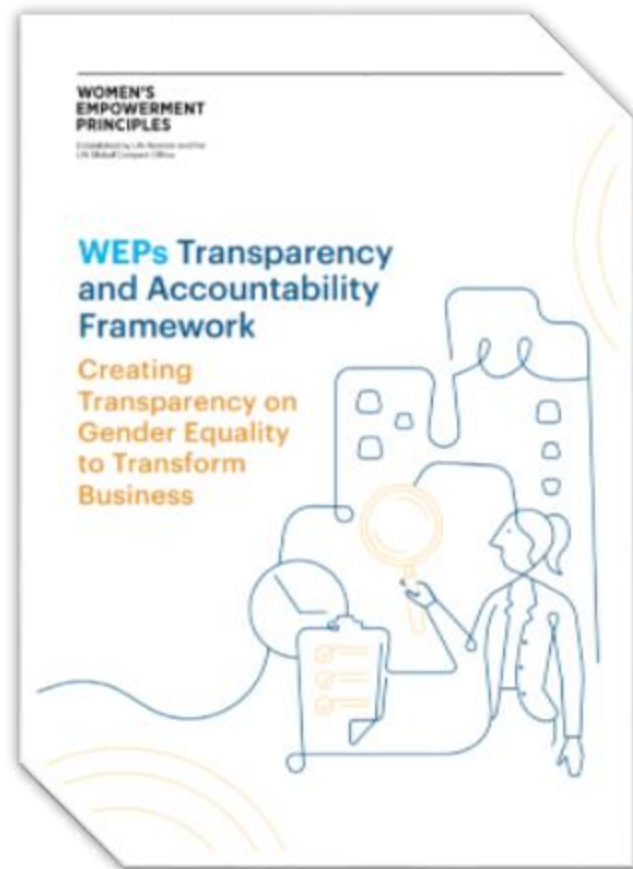
Partnering with and/or collaborating with NGOs, international organizations, or other organizations committed to promoting gender equality

- 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 9,800 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 videos** featured on UN Women media channels
- **WEPS Awards Champion Profile** created for Regional Champions and featured on UN Women media channels



# WHY APPLY?

**WOMEN'S EMPOWERMENT PRINCIPLES**

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2021 UN Women Asia-Pacific WEPS Awards Regional Awardee Profile

**WEPS AWARDS LEADERSHIP COMMITMENT**

Winner

**Baeru Environmental Services**

Divya Hegde  
Founder

**INES CALDEIRA**  
CEO, L'ORÉAL (THAILAND) LIMITED

**WEPS AWARDS MALAYSIA**

SUPPORTED BY: Australian Aid, LEADWOMEN

ORGANIZED BY: UN Women, UN Women Asia and the Pacific

**THE 2022 WEPS AWARDS GENDER-INCLUSIVE WORKPLACE**

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

**WeEmpowerAsia**

UN Women Asia and the Pacific

218 videos 3,882 views Last updated on Jun 27, 2023

Play all Shuffle

**Baeru Environmental Services**

Country: India  
Employees: 51-200  
Industry: Waste Management

Website: www.baeru.in

**About the Company**

Baeru Environmental Services is a leader in waste management practices in South India and empowers women as key agents for sustainable and economic development in coastal communities in India. With Baeru, women lead waste-management centers in their communities, turning waste into wealth by forward-linking material for recycling or upcycling waste into handmade lifestyle products.

**Empowering Women as Change Agents**

Divya Hegde, Founder of Baeru Environmental Services, believes women are vital for development in rural India. Divya's aspiration is to empower women in the Udipi district of coastal Karnataka in South India, where generations of her family hail from, with the resources needed to help them recognize their own capabilities and ambitions. Her vision serves as the foundation of Baeru's mission - to equip women to be leaders in climate action, civic awareness, and sustainable consumption in their own communities and local governing councils, known as panchayats in local parlance.

With the volume of waste in low-income countries expected to triple by 2050, Divya wants to ensure that women are at the forefront of actively developing and leading waste management practices. She is passionate about enabling women as climate change leaders in rural India. As a community that have typically experienced limited access to environmentally sustainable goods and services, endured negligible participation in decision-making in the home and outside of it, and have been excluded in the distribution of environmental management benefits. Divya is sowing the seeds of change by equipping women to lead waste management centers in their panchayats, and empowering them to play an active role in educating their communities on waste management and sustainable practices. With support from local partners, women are encouraged to lead programs and self-help groups in their communities.



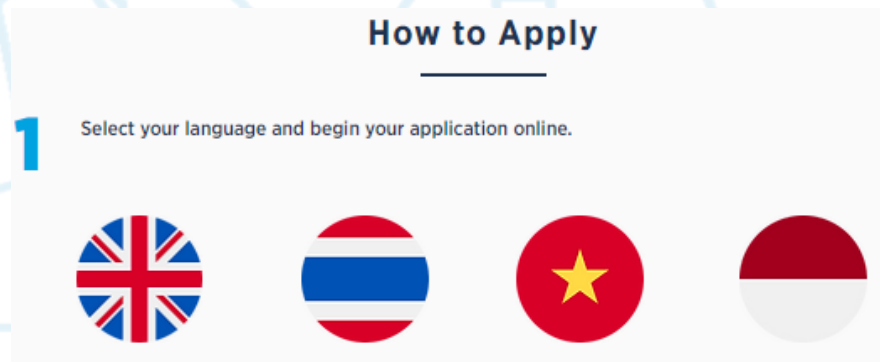
# WEPS AWARDS APPLICATION PROCESS

STEP 1: Go to the Website

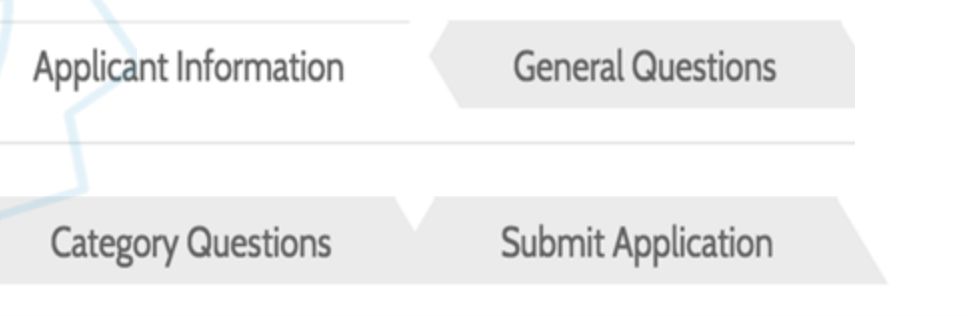


[www.asiapacificwepsawards.org](http://www.asiapacificwepsawards.org)

STEP 2 Choose Your Language



STEP 3: Complete the 4 Sections and Upload Files





# WEPS AWARDS APPLICATION PROCESS

Apply Online

[www.asiapacificwepsawards.org/apply](http://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](mailto: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](mailto: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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# Other Questions?

[ASIAPACIFICWEPSAWARDS.ORG](https://asiapacificwepsawards.org)

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