

UN Women Asia-Pacific WEPs Awards 2021 Application

***Note to applicants:** Awards can be granted to a business of any size and sector, ranging from enterprises with less than 10 employees up to multi-national corporate with more than 10,000 employees can be awarded in any of the main categories. Awardees from the 2020 WEPs Awards are welcome to apply in 2021, but they must submit their application for a different initiative than the one awarded in 2020. Each category will award a Winner, 1st Runner Up and 2nd Runner Up. In addition, to recognize the valuable contributions of SMEs to the regional economy, three applicants from SMEs (smaller enterprises (< 200 employees)) across the 5 categories may be awarded as a WEPs Awards SME Champion. Whilst potentially not having the same level of documented policies and practices in place as more established organizations, this will allow us to make the 2021 Asia-Pacific Awards as inclusive as possible.

Award categories:

2021 Main Categories

- 1) Leadership Commitment and Action (Aligned to WEP 1):** This category recognizes leaders (aged 35 and above) in corporations who have been instrumental in setting strong corporate commitments inclusive of progressive policies, regulations or practices that aim to promote gender equality in the workplace, marketplace and/or community. This may include company leaders taking specific roles and responsibilities in promoting gender equality within the company and making public commitments or delivering gender sensitive messages to the public.
- 2) Gender-inclusive Workplace (Aligned to WEPs 2,3):** 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.
- 3) Gender-responsive Marketplace (Aligned to WEPs 4,5):** This category recognizes corporations for embracing a gender-lens throughout their value-chains from sourcing to disposal. This may include championing supplier diversity, gender-inclusive distribution and selling and gender responsive marketing and advertising. It may include supporting women entrepreneurs through capacity development or market access

opportunities, implementing progressive programs and/or policies to incentivize procurement from women-owned businesses or other gender-responsive companies. This category will also award actions and programs that promote gender equality and women's empowerment in advertisements and other sales and marketing activities.

- 4) Community Engagement and Partnerships (Aligned to WEP 6):** This category recognizes corporate champions that promote gender equality through community engagement and partnerships. This engagement may include integrating gender equality into their sustainability strategies, CSR or philanthropy programs, and especially supporting and collaborating with NGOs, international organizations, or other organizations committed to promoting gender equality within wider communities. Beyond community engagement, this category will also award actions to promote transformational action or systemic change through partnerships. This can include individual companies participating in any advocacy or multi-stakeholder platforms to promote gender equality, such as the [Unstereotype Alliance](#), or also Industry Associations, Chambers of Commerce, and Stock Exchanges working with others working to promote change within and industry or among a large group of companies.

- 5) Transparency and Reporting (Aligned to WEP 7):** Tracking performance and progress towards gender equality and women's economic empowerment is a core value of the WEPs since it allows companies to uphold their commitments to gender equality in the workplace, marketplace, and community. This category recognizes commitment to transparency and reporting of gender data that goes beyond minimum requirements and seeks to measure, analyze and report on performance of their gender policies and practices across the value chain. The category will reward companies and organizations that have accountability frameworks in place and have set targets and consistently reported and taken steps to improve their performance on gender indicators (i.e. recruitment and retention, women in management). This category may also be awarded to companies conducting an audit and analysis of a particular gender-related issue, such as the gender pay gap, or also to companies committing to increase the number of gender indicators they publicly report on each year. In addition, this category may be highly relevant for Industry Associations and Stock Exchanges integrating more gender criteria into their sustainability and/or reporting criteria.

2021 Highlighted Category

- 6) Youth Leadership:** This special category will recognize youth leaders (under the age of 35 at the time of application) who have made significant contributions to promoting gender equality in the workplace, marketplace and/or community. This category will be highlighted in alignment with UN Women's global [Generation Equality campaign](#), which was launched in 2020 to commemorate the 25th anniversary of the Beijing Declaration and Platform for Action and has a strong focus on intergenerational and youth engagement to advance gender equality. Awardees in this category

could be a young entrepreneur who developed products and services to advance gender-equality, initiated gender actions to lead their company towards becoming a more gender-inclusive workplace and/or creating a more gender-inclusive supply-chain or market-place, young leaders of start-ups that are promoting gender equality and women’s empowerment, or young employees who actively promote gender equality within their organizations.

Part 1 Applicant Information

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

- | | | | |
|--|-------------|----------------------------------|-------------|
| Afghanistan | Indonesia | Niue | Sri Lanka |
| Australia | Japan | Pakistan | Thailand |
| Bangladesh | Kiribati | Palau | Timor-Leste |
| Bhutan | Laos | Philippines | Tokelau |
| Brunei | Malaysia | Papua New Guinea | Tonga |
| Cambodia | Maldives | Republic of the Marshall Islands | Tuvalu |
| China (PRC, including Hong Kong, Taiwan and Macao) | Mongolia | Samoa | Vanuatu |
| Cook Islands | Myanmar | Singapore | Vietnam |
| Fiji | Nauru | Solomon Islands | |
| India | New Zealand | South Korea | |
| | Nepal | | |

2. Company Name (English):

3. Company Name (Local language):

4. Country of Company Headquarters (if available):

5. Does your company operate in other countries?

Yes_____

No_____

6. Industry

- | | | | |
|--------------------|-----------------------|-----------------|-------------|
| No specific sector | Aerospace and Defense | Auto components | -Auto Parts |
|--------------------|-----------------------|-----------------|-------------|

-Tires	Construction Materials	-Professional & vocational training	Industry/Business Association
Automobiles	Consumer Durables	Electrical Equipment	Industrial Conglomerates
-Automobiles	-Consumer Electronics	Energy Services	Insurances
-Motorcycles	-Home Appliances	-Oil & Gas Drilling	-Diversified Insurance Services
Banks	-Home Improvement	-Oil &; Gas Equipment	-Insurance Brokers
-Development Banks	-Toys & Sporting Goods	Food Products	-Life and Health Insurance
-Diversified Banks	Consumer Services	-Agriculture	-Property & Casualty Insurance
-Regional Banks	-Casino and Gaming	-Beer	-Reinsurance
-Thrifts and Mortgages	-Consumer services	-Packaged Foods, Soft Drink	Machinery
Building Products	-Restaurants	-Tobacco	-Agricultural Machinery
Chamber of Commerce	-Sport Clubs & Associations	-Wine and Spirites	-Heavy Machinery and Trucks
Chemicals	-Travel, Lodging and Amusement	Food Retailers	-Industrial Machinery
-Agricultural Chemicals	Containers & Packaging	-Drug Retail	Media
-Commodity Chemicals	-Metal and Glass Packaging	-Food Distribution	-Advertising
-Diversified Chemicals	-Paper Packaging	-Food Retail	-Broadcasting
-Industrial Gases	Diversified Financials	Healthcare	-Cable and Satellite
-Specialty Chemicals	-Asset Management	-Health Care IT Services	-Movies and Entertainment
Commercial Services	-Consumer Finance	-Managed Health Care	-Publishing
-Business Support Services	-Financial Exchanges	-Medical Devices	Oil & Gas Producers
-Commercial Printing	-Investment Banking	-Medical Distribution	-Coal
-Facilities Maintenance	-Multi-Sector Holdings	-Medical Facilities	-Gas Exploration and Production (E&P)
-HR Services	Diversified Metals	-Medical Services	-Integrated Oil & Gas
-Office Services	-Aluminum	-Medical Supplies	Paper & Forestry
-Research and Consulting	-Diversified Metals Mining	Homebuilders	-Forestry
-Securities Services	Education and training	Household Products	
Construction & Engineering	-Higher education/universities	-Household Products	
-Non-Residential Construction		-Personal Products	

-Paper & Pulp	-Oil & Gas Storage and Transportation	-Internet Software and Services	-Air Freight & Logistics
Pharmaceuticals	Retailing	-IT Consulting	-Airlines
-Pharmaceuticals	-Automotive Retail	Steel	-Rail Transport
-Biotechnology	-Department Stores	Stock Exchange	-Shipping
-Laboratory Equipment and Services	-Distribution	Technology Hardware	-Trucking
Precious Metals	-Electronics Retail	-Communications Equipment	Transportation Infrastructure
-Gold	-Home Improvement Retail	-Electronics Components	-Airports
-Precious Metals Mining	-Online Retail	-Electronics Equipment	-Highways and Railroads
Real Estate	-Retail Apparel	-Electronics Manufacturing	-Marine Ports
-Diversified Real Estate	-Specialty Retail	-Technology Distribution	Utilities
-Mortgage REITs	Semiconductors	-Technology Hardware	-Electric Utilities
-Real Estate Development	-Semiconductor Design and Manufacturing	Telecommunication	-Gas Utilities
-Real Estate Investment Trusts (REITs)	-Semiconductor Equipment	Textiles & Apparel	-Independent Power Production
-Real Estate Management	Software & Services	-Footwear	-Multi-Utilities
-Real Estate Services	-Data Processing	-Luxury Apparel	-Renewable Power
Refiners & Pipelines	-Enterprise and Infrastructure Software	-Textiles	Producers
-Oil & Gas Refining and Marketing	-Entertainment Software	Traders & Distributors	-Water Utilities
		Transportation	Other: option to enter

7. Is your company or organization registered as a business (all private sector organizations are eligible, including established and startup for-profit businesses and social enterprises)?

- a. Yes
- b. No

8. Number of employees

- a. Self employed
- b. 1-10 Employees

- c. 11 – 50 Employees
- d. 51 – 200 Employees
- e. 201 – 500 Employees
- f. 501 – 1000 Employees
- g. 1001 – 5000 Employees
- h. 5001 – 10000 Employees
- i. 10001+ Employees

9. Percentage of women employees

- a. Up to 15%
- b. Between 15-29%
- c. Between 30% – 50%
- d. Between 51% - 80%
- e. Above 80%

10. Name and title of CEO (or person with highest decision-making authority):

11. Contact person:

12. Contact person's position:

13. Contact phone number:

14. Contact Email Address:

15. Mailing address (optional):

16. Company website:

17. Category applied for (select up to two): [Leadership Commitment (35 and above); Gender-inclusive Workplace; Gender-responsive Marketplace; Community Engagement & Partnerships; Transparency & Reporting; Youth Leadership (under 35)]

18. Has your company signed the Women's Empowerment Principles (WEPs) CEO Statement? **Note: If you are shortlisted for the final round of judging, your company must become a signatory by signing the WEPs [CEO Statement of Support](#) and submitting the [online application form](#) at least 10 days prior to the date of the awards ceremony. Visit www.weps.org for more information.*

- a. Yes_____
- b. No, but we intend to sign and understand that we can only become an awardee if we become a signatory _____

19. Has your company taken the WEPs [Gender Gap Analysis Tool \(GAT\)](#)?

- a. Yes _____
- b. No _____

Part 2 General Questions (Scoring Weighted at 25%)

Answers to all questions should refer only to current policies, practices, programs, activities and data. In order to verify the answers given, applicants will be required to submit supporting documentation or provide a written explanation. 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. Applications without documentation or explanation will be considered incomplete. All information in supporting documents will be kept confidential and only used for the award selection.

1. The percentage of women in management positions, at all levels, including the company's top management, is: (select one answer from the dropdown)

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

Click [here](#) to upload supporting documents [i.e. organizational chart for all management] OR provide a written description if supporting documentation is unavailable.

2. Does your company have a gender equality action plan in place, and has it been implemented? [i.e. trainings on gender bias, specified budget for gender equality measures, reporting framework to measure gender equality]

- A) We have started some activities for gender equality, but do not yet have written commitments or a gender equality strategy/gender action plan.
- B) We have done the following (please select all that apply):

- a) We have made an internal written commitment/strategy for gender equality within our organization.
- b) We have made an external public commitment/strategy for gender equality within our organization.
- c) Our gender equality commitments are being implemented through a series of specific activities (i.e. not just 1 or 2 ad hoc trainings).
- d) We have developed and started implementing a gender equality strategy (i.e. including timelines, KPIs, and targets) and we monitor, track and report on progress and effectiveness.

Click [here](#) to upload supporting documents [i.e. implementation plan, reports, policy, gender-strategy] OR provide a written description if supporting documentation is unavailable.

3. Does your company have criteria for the promotion of gender equality encompassed in the processes of:

(1) Selection (2) Hiring (3) Retention (4) Promotion (5) Training?

- A) We have no formalized criteria for any of these processes.
- B) We have started to take steps and/or action to establish more formalized criteria.
- C) We have established formal criteria for one or two of the processes.
- D) We have established formal criteria for three or more processes.

Click [here](#) to upload any supporting documents [i.e. policies, training program descriptions, reports] OR provide a written description if supporting documentation is unavailable.

4.1 Does your company offer and support paid maternity leave? (In some countries, the national regulatory requirements for maternity leave may meet or even exceed those specific in ILO Convention 183. In this case, please select answer C or D as only one answer is allowed.)

- A) Yes, aligned with national regulatory requirements in the country of business operation.
 - Specify number of days:
- 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.
 - Specify Number of days ____
- 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 _____

4.2 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.

- Specify Number of days _____

C) Yes, above regulatory requirements in the country of business operation, if national provisions exist.

- Specify Number of days _____

D) Yes, though there is no national regulatory requirement for paternity leave in the country of business operation.

- Specify Number of days _____

Click [here](#) to upload any supporting documents [i.e. HR handbook, policy] OR provide a written description if supporting documentation is unavailable.

5. Does your company have an approach to accommodate the work/life balance of all employees, including supporting employees as parents and caregivers?

A) No, we currently do not have an approach.

B) We have started to take steps and/or action to establish more formalized approach.

C) Yes, our company has a formal approach and offers the following (please select all that apply):

a) Flexible working hours arrangements

b) Telecommuting

c) Part-time work with benefits

d) Parental leave and/or caregiver benefits to employees

- Specify days per year _____

e) Provides an option for a phased return to work after maternity or paternity leave

f) Offers on-site childcare facilities that are clean and safe or provides childcare subsidies for offsite care (Mandated by law in country where company operates: _ Yes _ No

Click [here](#) to upload any supporting documents [i.e. HR handbook, policy] OR provide a written description if supporting documentation is unavailable.

6. Does your company take steps to a) expand relationships with women-owned businesses in the value chain and when contracting vendors and/or b) procure from suppliers that have good performance on gender equality and/or c) encourage suppliers to have good performance on gender equality?

A) No, we do not have such policies and/or practices.

B) Yes, we have policies and/or practices for expanding relationships with women-owned businesses [i.e. providing technical support to women suppliers, actively reaching out to women suppliers to be part of our supply chains].

C) Yes, we have policies and/or practices for procuring from suppliers that have good performance on gender equality, or encourage suppliers to have good performance on gender equality.

D) Yes, we have policies and/or practices included in both B) and C)

Click [here](#) to upload any supporting documents [i.e. policy, contracts, annual reports] OR provide a written description if supporting documentation is unavailable.

7. Does your company have an approach to responsible marketing and advertising (including job advertisements) that addresses gender bias and considers the portrayal of gender stereotypes?

A) No, we don't have a formalized approach.

B) Yes, we review marketing materials and tactics/actions to protect against negative gender stereotypes, but we don't have a stand-alone responsible marketing policy.

C) Yes, we have a marketing policy embedded in a broader corporate policy that addresses the portrayal of gender stereotypes.

D) Yes, we have a stand-alone responsible marketing policy that addresses the portrayal of gender stereotypes and we continuously review steps to implement this policy.

Click [here](#) to upload any supporting documents [i.e. public references, reports, advertisements] OR provide a written description if supporting documentation is unavailable.

8. Does your company have a policy to ensure a working environment free of violence, harassment and sexual exploitation?

- A) No, our company does not have a formalized policy.
- B) Yes, the company has a policy but it is embedded in a broader corporate policy that states zero tolerance of all forms of violence at work, as part of or included in another company policy or practice
- C) Yes, the company has a stand-alone policy that states zero tolerance to all forms of violence, harassment and sexual exploitation at work.
- D) Yes, the company has a stand-alone policy and confidential grievance mechanism in place.
- E) Yes, the company has a stand-alone policy and confidential grievance mechanism (i.e. helplines etc.) in place and tracks the number of grievances related to workplace violence, harassment and sexual exploitation.
- F) Yes, the company has a stand-alone policy and confidential grievance mechanism in place and tracks the number of grievances related to workplace violence, harassment, and sexual exploitation. The company also provides annual training for all levels of staff to ensure a gender friendly, safe workplace free of all forms of sexual harassment and exploitation and provides confidential support for victims of domestic violence.

Click [here](#) to upload any supporting documents [i.e. sexual harassment policy, HR handbook] OR provide a written description if supporting documentation is unavailable.

9. Does your company promote or support awareness raising in the community about gender equality (it could be campaigns, forums, conferences, published articles), or does your company invest financial, human and / or material resources in community programs that aim to promote women's empowerment (i.e. CSR programs)?

- A) No, the company does not support awareness raising nor invest in community programs that aim to promote women's empowerment and gender equality.
- B) Yes, the company promotes and supports awareness raising in the community about women's empowerment and gender equality.
- C) Yes, the company invests in community programs that aim to promote women's empowerment and gender equality.
- D) Both B and C

Click [here](#) to upload any supporting documents [i.e. concept note, website link, news article, report] OR provide a written description if supporting documentation is unavailable

10. Does your company have policies or actions to ensure the health, safety and well-being of all women and men workers?

A) No, our company currently does not have a policy or specific measures.

B) Yes, the company takes actions but has no formalized policy or approach.

C) Yes, the company has a formalized approach to address the specific health, safety, and hygiene needs of women at work [i.e. ensures adequate and safe sanitation facilities, breastfeeding/pumping rooms, provides access to safe transportation].

D) Yes, the company has an approach to address the specific health, safety, and hygiene needs of women at work and tracks health and safety incidents, disaggregated by sex.

Click [here](#) to upload any supporting documents [i.e. policy, reports] OR provide a written description if supporting documentation is unavailable.

Part 3 Category Questions (Scoring Weighted at 75%)

The action or initiative referred to should have begun no earlier than 1 January 2019. Please use the guiding questions in each section to create your response. As in Part 2, the supporting evidence provided in Part 3 responses will be used to verify claims made in the application. All information in the supporting documents will be kept confidential and only used for awards selection.

Select up to two categories for which you are applying: [Leadership Commitment (35 and above); Gender-inclusive Workplace; Gender-responsive Marketplace; Community Engagement & Partnerships; Transparency & Reporting; Youth Leadership (under 35)]

Leadership Commitment

This category recognizes leaders 35 years of age and above in companies (including SMEs, industry associations, chambers of commerce, and stock exchanges) who have been instrumental in setting strong corporate commitments inclusive of progressive policies, regulations or practices that aim to promote gender equality in the workplace, marketplace and/or community. This may include company leaders taking specific roles and responsibilities in promoting gender equality within the company and making public commitments or delivering gender sensitive messages to the public.

Nominee Name and DOB (DD/MM/YY):

Summary: Brief description of the vision, program, action or initiative for which the leader is being nominated (max. 50 words)

Background and Context (400 words):

1. Provide some background about the issue and/or challenge to be solved.
2. Why did the nominated applicant start the programme or initiative? What was the specific purpose of the programme or initiative?
3. Describe any other actions the nominated person has taken and/or led, or initiatives they have been involved in, during their professional career that advance gender equality and women's empowerment. If applicable, list any relevant awards or recognition given the nominated leader.

Key Actions Taken & Lessons Learnt (600 words)

1. What are the key actions that have been/are being taken to implement the policy, programme or initiative? What role did the nominated leader play? What specific actions did they take to implement the programme or initiative?
2. Describe how the nominated leader engaged in partnerships and/or collaboration with peers, existing campaigns, industry networks, and/or other stakeholders such as government, civil society, and non-profits. How was collaboration used to enhance the initiative?
3. 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)

1. What are the key results to date? Please be as specific as possible and supply available data.

2. 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?
3. How does the nominated applicant 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.

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)

1. What are the key actions that have been/are being taken to implement the policy, programme or initiative?

2. 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?
3. 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)

4. What are the key results to date? Please be as specific as possible and supply available data.
5. 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?
6. 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.

Gender-responsive Marketplace

This category recognizes corporations for embracing a gender-lens throughout their value-chains from sourcing to disposal. This may include championing supplier diversity, gender-inclusive distribution and selling and gender responsive marketing and advertising. It may include supporting women entrepreneurs through capacity development or market access opportunities, implementing progressive programs and/or policies to incentivize procurement from women-owned businesses or other gender-responsive companies. This category will also award actions and programs that promote gender equality and women's empowerment in advertisements and other sales and marketing activities.

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

Background and Context (400 words):

4. Provide some background about the issue and/or challenge to be solved.
5. Explain the specific purpose of the policy, programme or initiative. Why was it launched? What need, goal or gap does it address?
6. 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)

4. What are the key actions that have been/are being taken to implement the policy, programme or initiative?
5. 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?
6. 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)

7. What are the key results to date? Please be as specific as possible and supply available data.
8. 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?
9. 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.

Community Engagement and Partnerships

This category recognizes corporate champions that promote gender equality through community engagement and partnerships. This engagement may include integrating gender equality into their sustainability strategies, CSR or philanthropy programs, and especially supporting and collaborating with NGOs, international organizations, or other organizations committed to promoting gender equality within wider communities. Beyond community engagement, this category will also award actions to promote transformational action or systemic change through partnerships. This can include individual companies participating in any advocacy or multi-stakeholder platforms to promote gender equality, such as the [Unstereotype Alliance](#), or also Industry Associations, Chambers of Commerce, and Stock Exchanges working with others working to promote change within and industry or among a large group of companies.

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

Background and Context (400 words):

7. Provide some background about the issue and/or challenge to be solved.
8. Explain the specific purpose of the policy, programme or initiative. Why was it launched? What need, goal or gap does it address?
9. 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)

7. What are the key actions that have been/are being taken to implement the policy, programme or initiative?
8. 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 or organization take to build partnerships and engage in collaboration? How did collaboration support or enhance the initiative?
9. 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)

10. What are the key results to date? Please be as specific as possible and supply available data.
11. 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?

12. 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.

Transparency & Reporting

Tracking performance and progress towards gender equality and women's economic empowerment is a core value of the WEPs since it allows companies to uphold their commitments to gender equality in the workplace, marketplace, and community. This category recognizes commitment to transparency and reporting of gender data that goes beyond minimum requirements and seeks to measure, analyze and report on performance of their gender policies and practices across the value chain. This category may be awarded to companies conducting an audit and analysis of a particular gender-related issues, such as the gender pay gap, or also to companies committing to increase the number of gender indicators they publicly report on each year. In addition, this category may be highly relevant for Industry Associations and Stock Exchanges integrating more gender criteria into their sustainability and/or reporting criteria.

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

Background and Context (400 words):

10. Provide some background about the issue and/or challenge to be solved.
11. What kind of sustainability reporting was in place before the specific initiative? Is reporting in line with any national regulations or policies? If so, please describe.
3. What was the rationale for undertaking the transparency and reporting initiative? Explain the specific purpose and objectives.
4. 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)? Is it a global/regional/national initiative? In the case of Industry Associations, Chambers of Commerce or Stock Exchanges, please be specific as to whether the initiative is targeted internally (for the internal workforce) or externally (for member or listed companies).

Key Actions Taken & Lessons Learnt (600 words)

1. What are the key actions that have been/are being taken to implement the policy, programme or initiative? In the case of undertaking research or a report, how was the study designed? How was data collected?
2. 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 or organization take to build partnerships and engage in collaboration? How did collaboration support or enhance the initiative?
3. 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)

4. What are the key results to date? What were the key findings of the study? Please be as specific as possible and supply available data. How was the initiative reported? Was it reported internally or externally?
5. 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?
6. How does the company plan to carry forward the initiative (including a scaling and/or sustainability plan) or take action?

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.

Youth Leadership

This special category will recognize youth leaders (under the age of 35 at the time of application) who have made significant contributions to promoting gender equality in the workplace, marketplace and/or community. This category will be highlighted in alignment with UN Women's global [Generation Equality campaign](#), which was launched in 2020 to commemorate the 25th anniversary of the Beijing Declaration and Platform for Action and has a strong focus on intergenerational and youth engagement to advance gender equality. Awardees in this category could be a young entrepreneur who

initiate gender responsive policies or actions in their company, young leaders of start-ups that are promoting gender quality and women's empowerment, or young employees who actively promote gender equality within their organizations

Nominee Name and DOB (DD/MM/YY):

Summary: Brief description of the vision, program, action or initiative for which the leader is being nominated (max. 50 words)

Background and Context (400 words):

7. Provide some background about the issue and/or challenge to be solved.
8. Why did the nominated applicant start the programme or initiative? What was the specific purpose of the programme or initiative?
9. Describe any other actions the nominated person has taken and/or led, or initiatives they have been involved in, during their professional career that advance gender equality and women's empowerment. If applicable, list any relevant awards or recognition given the nominated leader.

Key Actions Taken & Lessons Learnt (600 words)

5. What are the key actions that have been/are being taken to implement the policy, programme or initiative? What role did the nominated leader play? What specific actions did they take to implement the programme or initiative?
6. Describe how the nominated leader engaged in partnerships and/or collaboration with peers, existing campaigns, industry networks, and/or other stakeholders such as government, civil society, and non-profits. How was collaboration used to enhance the initiative?
7. 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)

2. What are the key results to date? Please be as specific as possible and supply available data.
3. 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?
4. How does the nominated applicant 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.