



# **SAFA Women Leadership Awards 2024**

An Initiative of SAFA Women Leadership Committee



## About the Awards

The SAFA Women Leadership Awards are a tribute to exceptional women within SAFA Member Bodies, aimed at showcasing their remarkable achievements, instilling confidence, and establishing them as role models in the region. This endeavor underscores the South Asian Federation of Accountants' unwavering dedication to gender diversity. The SAFA Women Leadership Committee is poised to unveil these prestigious awards during the annual SAFA Women's Day Celebrations on March 15, starting from the year 2024.

# Lifetime Woman Leadership Award – One Award



The Lifetime Woman Leadership Award recognizes a woman who has shown her potential, persistence and continued commitment for the profession as well as for the organization and has created remarkable impact on the society.

**To be eligible for this award the nominee must have:**

- 1. Years of Service:** a minimum of 25 years of continuous and active membership with the Institute.
- 2. Leadership and Achievement:** assumed positions of responsibility and has demonstrated gradual progression to leadership role.
- 3. Professional Impact:** made significant contributions to her organization, introducing innovative practices and driving positive change within the organization by adapting to evolving trends and challenges.
- 4. Mentorship and Guidance:** a track record of mentoring and guiding aspiring professionals, nurturing future leaders and fostering a supportive learning environment.
- 5. Advocacy for Women's Advancement:** actively advocates gender equality and the advancement of women in the profession.
- 6. Professional Integrity and Ethical Standards:** upheld the highest standards of professional integrity and ethics thus serving as a role model for her peers.

# Woman Star of the Year Award – One Award



The Woman Star of the Year Award distinguishes a remarkable woman who has pioneered significant milestones during the year, showcasing achievements that have emerged due to her professional qualification from her mother institution.

**To be eligible for this award the nominee must have:**

- 1. Years of Service:** be a current member of the Institute.
- 2. Milestones:** have achieved significant milestone or accomplishment during the preceding calendar year which are noteworthy and impactful and may be for the first time any woman has achieved it.
- 3. Innovative Factor:** demonstrate a high level of innovation, creativity, or unique problem-solving and have introduced novel approach/method to achieve their milestones.
- 4. National/International Recognition:** have gained recognition at a national and/or international level for her achievements.
- 5. Ethical Conduct:** uphold the highest standards of ethical conduct and professionalism in her work.
- 6. Contribution to the Institute & the Profession:** have demonstrated keen involvement in her institute's activities and have made significant contributions to the profession through her participation such as creating attractiveness of the profession, playing tangible part in building up the Institute's outreach and achieving the vision of the institute.

# ESG Visionary Woman Award – One Award



This award celebrates a woman either in business or in practice, with a visionary approach to ESG initiatives, bringing about positive change and shaping a sustainable future.

**To be eligible for this award the nominee must have:**

1. **Years of Service:** be a current member of the Institute.
2. **Knowledge of ESG:** possess a certification or notable academic achievement for acquisition of environment, sustainability and governance related topics.
3. **ESG-Driven Initiatives:** have successfully conceived, executed, and managed projects, programs, or policies within her organization.
4. **ESG Advocacy and partnerships:** be engaged in raising awareness about ESG considerations, educating stakeholders, fostering collaborations and partnerships that enhance the adoption of sustainable practices.
5. **Ethical Conduct:** uphold the highest standards of ethical conduct and professionalism in her work.
6. **Measurable Impact:** have achieved measurable and substantial positive outcomes across the triple bottom line dimensions of environmental, social, and governance.

# Best Woman Practitioner Award – One Award



The Best Woman Practitioner Award recognizes a woman who excels in professional practice as sole proprietor or as a partner in a firm.

**To be eligible for this award the nominee must have:**

- 1. Years of Experience:** Current membership of the Institute with a minimum of five years of professional practice experience.
- 2. Practice License:** a valid practice license issued by the Institute.
- 3. Inspirational Leadership:** have demonstrated strong leadership and setting up of an inclusive culture. Have made noteworthy contributions in establishing a brand name for her organization.
- 4. Ethical Standards:** consistently upheld the ethical standards while performing engagements and maintaining the firm's culture.
- 5. Inclusive Culture Advocacy:** have actively contributed to creating and nurturing an inclusive culture within her organization, fostering diversity and equity
- 6. Talent acquisition and retention:** attracted talent to her practice and offered innovative solutions for quality deliverables. Engaged them using technology driven practice management system.
- 7. Diversified & innovative approach:** Build-up a diversified portfolio and offered innovative solutions for quality deliverables.

# Best Woman Accountant Award – One Award



The Best Woman Accountant Award recognizes a woman who has made a significant contribution in the field of accountancy and showcased her technical and managerial abilities as a leading professional in her organization. (This award is open for women employed in business as well as employed in practice.)

## **To be eligible for this award the nominee must have:**

1. **Years of service:** hold current membership of the Institute along with a minimum of five years of post-qualification experience.
2. **Leadership Position:** hold a prominent leadership position in her organization and have demonstrated good managerial skills.
3. **Inclusive Culture Advocacy:** have actively contributed to creating and nurturing an inclusive culture within her organization, fostering diversity and equity.
4. **Tangible Organizational Impact:** have demonstrated measurable and tangible outcomes resulting from her contributions that have significantly benefited her organization, specifically related to improved financial practices and processes.
5. **Talent Retention and Development:** be recognized for her role in retaining and developing high-quality talent within her organization that contributed to building a strong and capable team.
6. **Ethical Conduct:** uphold the highest standards of ethical conduct and professionalism in her work.

# Outstanding Woman Entrepreneur Award – One Award



The Outstanding Woman Entrepreneur Award recognizes a woman who has demonstrated exceptional business acumen, innovation, and leadership skills in successfully launching and growing a business venture, creating jobs and contributing to economic growth of her country.

**To be eligible for this award the nominee must have:**

- 1. Business Longevity:** with active membership of the institute carrying a minimum of five years of experience in her business.
- 2. Majority Ownership:** has a major role in her firm accentuating her substantial influence on the venture's success.
- 3. Gender-Inclusive Corporate Commitments:** have played a pivotal role in establishing robust corporate commitments for gender equality and inclusivity within the workplace.
- 4. Business Sustainability Practices:** have taken initiatives for building up a sustainable business model and establishing ties with other stakeholders on the basis of their ESG related status.
- 5. Business Growth:** demonstrated exceptional business growth and innovation, contributing to job creation and the country's economic advancement.
- 6. Ethical Standards and Professionalism:** consistently upheld the ethical standards by demonstrating strong work ethics and professionalism in her business practices.

# Rising Woman Student Award – One Award



Through this recognition, we seek to inspire and empower rising female students to continue their journey of excellence in the accounting world and become future leaders.

## To be eligible for this award the nominee must have:

- 1. Enrolment as a Student:** be currently enrolled as a student with the respective Institute. In case of CA student: currently enrolled in professional training.
- 2. Exceptional Exam Progress:** have demonstrated remarkable progress in her examinations, with majority of exams passed in the first attempt. Prizes received for outstanding exam performance will be considered an added consideration.
- 3. Exemplary Professional Conduct:** exhibit good conduct and ethical behaviour throughout her professional training, reflecting a commitment to the highest standards of the accounting profession.
- 4. Technological Proficiency:** showcase expertise in effectively utilizing technology to enhance efficiency in her educational and training endeavours.
- 5. Effective Presentation Skills:** possess strong presentation skills, reflecting her ability to articulate and communicate complex concepts with clarity and confidence.
- 6. Engagement in Extra-Curricular Activities:** have actively participated in a range of extra-curricular activities (professional development initiatives, social engagement, and leadership roles).



# Common Considerations for all Award Categories

The nominee's active involvement and prominent contributions to the profession through her respective Institute, such as mentorship, leadership roles, or participation in Institute activities, will be taken into account.

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