

BEST INNOVATIVE

PRACTICES

Awards 2019

on Women at Workplace



Award Process Partner



1st March, 2019 | ITC Sheraton, New Delhi

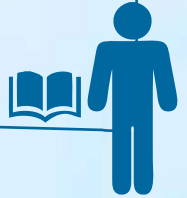


Gender Equality is imperative for sustenance and growth of businesses in India. India has emerged as a hub for strategic discussions relating to social, economic and other issues across the globe. A key component of Gender Equality is fair and equal employment for both men and women having access to equal opportunities and recognitions as a way towards ensuring an inclusive, diverse and efficient environment at the workplace. We are providing a unique platform to organizations across the country to showcase their Innovative work towards ensuring Gender Equality by empowering women at workplace and proactively promoting its strategies, policies, plans and activities. 2nd Gender Equality the Summit (GES) on 1st March 2019 is a powerful platform to showcase best examples from organizations across Public and Private Sector Enterprises, Multinationals, MSMEs, NGOs, Entrepreneurs and B schools so as to lead the way towards Gender Equality recognition, which in turn will inspire others to proactively promote women empowerment at workplace in their respective spheres.

Objectives of the Award



1. To capture and acknowledge holistic practices at the workplace which lead to the empowerment of women in terms of their growth, representation and participation.
2. To understand how organizations can or have scaled such initiatives and what have been the positive impact/outcomes for the organizations.



Scope of Competition

As part of the Competition, organizations across India including Public and Private Sector Enterprises, Multinationals, MSMEs, NGOs, Entrepreneurs and B Schools are invited to submit case studies showcasing their efforts and initiatives to ensure a positive workplace for women. For this purpose, organizations are required to submit relevant details of their practices with a focus on the following assessment parameters with supporting examples and material

Assessment Parameters

1. Enabling Environment for women at workplace
2. Safety and Security
3. Diversity within organization
4. Facilities for women at workplace
5. Capacity development and Mentoring for women

Assessment Parameters

The assessment parameters have been carefully designed to reflect details about organizational practices which further the cause of gender equality through empowerment of women. These parameters will help you structure your responses and collate internal practices at the level of organizational policy and practice. Each parameter has pointers with scores assigned on the basis of their importance and have been designed to ensure that no organizational bias may take place. Kindly refer to the assessment parameters and pointers for support in preparing case studies:

1

Enabling Environment

- This parameter looks at capturing whether the organization takes into account basic laws and regulations in its day-to-day operations and ensure a positive workplace environment for women.

Participants are requested to take into account their organizational policy and practice on POSH, Maternity Benefit Act, Workplace provisions for women, Grievance Redressal, promotion of Gender sensitivity.

2

Safety and security -

The parameter looks at capturing how the organization addresses safety concerns of women, and proactivity in doing so.

Participants are requested to take into account their organizational policy and practice on Sexual Harassment at workplace, Transport and Travel Facilities, Work hours, Staff orientation on prevention on sexual harassment.

3

Diversity -

This parameter looks at capturing the representation of women in the organization at various levels.

Participants are requested to take into account representation of women at different **levels of decision making in the organization, minimum women representation requirements, policy and practice on employment of disabled or disadvantaged women, associations with women-run businesses/enterprises or other women-oriented organizations as part of the supply chain.**

4

Facilities -

This parameter looks at capturing to what extent an organization provides maternity related and other essential facilities?

Participants are requested to take into account their organizational policy and practice on **Insurance Coverage, in-house support for childcare services, leave facilities (including types of leaves available).**

5

Capacity Development and Mentoring -

This parameter looks at capturing the extent of support provided by the organization in supporting growth of women in the organization as well bridging any existing gender gaps.

Participants are requested to take into account their organizational policy and practice on **transition support to women in terms of i) Junior to Senior roles ii) Induction/ mentoring (skill development, professional development etc).**

Note: Any query regarding the above shall be entertained up to 16th February 2019.

Eligibility Criteria

In order to apply for the Competition, participants have to mention clearly the category which applies to their organizations:

Non- Profit organization

- Indian NGOs
- International NGOs

*Mention the number of employees
(up to 10) (10-25) (25-50) (50 and above)

Companies and Enterprises

1. Startups up to 10 Crores turnover;
2. Companies with 10-25 Crores turnover,
3. Companies with 25- 50 Crores turnover,
4. Companies with turnover above 50 Crores.

The Process of Application

1. Interested organizations will submit their case studies along with any supporting material to GCNI by **16th February 2019**.
2. Each case study will be scored internally by a panel of experts on the basis of the assessment parameters and supporting material.
3. The top 10 organizational case studies will be shortlisted and announced on **24th February 2019**.
4. The shortlisted organizations will be invited to present their case studies in front of the jury on **23rd February 2019**. **Selected organizations will be informed accordingly.**
5. Top 3 organizations case studies will be awarded at the Inaugural Summit of GES 2019 on **1st March 2018** at ITC Sheraton, Saket, New Delhi.

Outcomes for Applicant Organizations

- i) Recognition by way of Award for Best Case Study on Gender-friendliness & building an ecosystem for empowering & nurturing them.
- ii) Top 10 case studies shall be published in the Compendium.
- iii) Winning teams will be given Complementary Invitation for 1st delegate for GES 2019.

Guidelines for Application:

- i) Each organization can send a maximum of the two entries.
- ii) Each of the three winners will be given 10 minutes with 5 minutes for Q & A to present their case study to the Jury.
- iii) Entries after deadline will be not considered for evaluation.
- iv) The shortlisted and the winner organizations will be required to make their own travel and stay arrangements for presentation of their case studies.
- v) The Decision of the Jury would be final and binding on the participating team.

Submission Guidelines:

- i) The case study should not exceed more than 3000 words.
- ii) The font size should be 10 and must be submitted in Times New Roman font.
- iii) Any supporting documents must be clearly listed and attached in the annexure.
- iv) The case studies (max. 2 per organisation) will be submitted by the organization to bhumika.panwar@globalcompact.in

The Format and the Suggested Table of Content are Required to be as Follows:



- Name of Organisation.
- Contact details (name/ designation/ address/ email/ phone/mobile) of the contact person
- About the Organization
- Brief description of organizations works and theory of change (if any)
- Statement and organizational approach to gender equality in the context of SDGs
- Description of internal processes, activities and efforts to ensure women empowerment based on the assessment parameters*
- Challenges and observations relating to ensuring gender equality by empowerment of women and future strategies (if any)
- Annexure

Note: Entries not conforming to the above format may not be considered for the Competition.

Glimpses of Last Year Award 2018



Wipro Ltd



Shell India Markets Pvt. Ltd.



Mahindra and Mahindra



Tata Communications Ltd.



Kariwala Industries Ltd.

Participation Fees Per Organization

CATEGORY	INR
UN GCNI Member	11,000.00
UN GCNI Non-Member	15,000.00
NGOs/ MSMEs/Institutions	9,000.00

*Applicable GST @18% will be additional

Mode of Payment

Demand Draft/ Cheque/ Digital
Payment in favour of GLOBAL
Compact Network
Payable at New Delhi

Bankers details:

Bank : AXIS BANK LTD,
Account No : 909010038941271
Type : Saving Bank Trust Account
IFSC Code : UTIB0000126

MICR Code : 110211017

Branch : B-6, Lajpat Nagar -II, New Delhi-110024

Branch Code : 000126

Beneficiary : GLOBAL COMPACT NETWORK



Network India

Global Compact Network India

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Email: gcnindia@globalcompact.in | Web: www.globalcompact.in
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For any query please contact

For Awards

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for GES 2019

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GES 2019 website: <https://www.globalcompact.in/2nd-gender-equality-summit/index.html>

Hashtag : #GCNIGES2019