



# 2<sup>nd</sup> GENDER EQUALITY Summit 2019

'Preparing Women for the Future of Work'



1<sup>st</sup> March, 2019 | ITC Sheraton, New Delhi

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## Background & Context

The World Bank's database indicates an increase in women being educated and participating in the workforce. However, world over, contextual limitations on gender equality is still visible. Achieving gender equality is an important prerequisite to demonstrate progress on the 2030 Agenda for Sustainable Development where global leaders committed "to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value" (Sustainable Development Goal (SDG) 8, target 8.5.) and "to achieve gender equality and empower all women and girls" (SDG 5).

Women and girls globally have limited access to financial and physical resources, employment, and freedom from violence. Access to information and technology, avenues for social and political participation are not gender specific either. Recognizing the criticality of gender equality, the Sustainable Development Goal 5 is centred on women emerging as equally invested stakeholders in our development paradigm. The International Labour Organisation's report indicates 48.5 percent female labour force participation which is 26.5 percent lower than men, even when they are employed, it is largely in the unorganised sector, remaining hidden figures. The International Monetary Fund has highlighted that Women's participation in the workforce, apart from resulting in economic and social empowerment at the individual & community level, also results in Country level economic growth.

## Indian Context



In the Indian context, the Government and the Ministry of Skill Development & Entrepreneurship has expressed a deep commitment towards improving female labour force participation. Significant challenges persists with gaps in formal education in terms of learning levels, drop-outs and quality of education. In addition, the current Labour Force Participation Rate (LFPR) (54 percent) signifies that only 5 percent Indians considered formally skilled presents, with women lacking skill building opportunities. Currently, the female LFPR is 50 percent lower than male LFPR in India as women have limited access to skilling and 126 million people constituting 95 percent of women employed are in the informal sector. A recent IMF report highlights that an increase in women participation in the workforce to the same extent as men can increase India's GDP by 27 percent.

The emergence of the fourth industrial revolution, through digital technologies, automation, internet of things and big data, presents an opportunity to build the skill sets of women to succeed in the emerging future of work. Against this backdrop, the Indian government has launched landmark gender specific schemes such as the Beti Bachao Beti Padhao focused on providing equitable education opportunities for the girl child. In addition, skill training programmes translating into sustainable employment options have also been envisioned through the Skill India Mission, which has already provided training to 35 lakh women and STEP initiatives. The sixth economic census indicates that women constitute only 14 percent of 58.5 million entrepreneurs in the country. One of the key skills sets required to thrive in the 4th industrial revolution is innovation and enterprise, highlighting the need to provide additional opportunities for women to access finance, resources and markets to thrive as entrepreneurs.

The SDG framework calls for greater levels of coordinated involvement from the Governments, private sector, not-for-profits and communities, as drivers and enablers of societal change, through an aggregated championing for gender equality.





## About the GES 2019

GCNI's 2nd Gender Equality Summit in India resonates the global commitment towards developing a strong India roadmap towards gender equality by discussing the skill sets, leadership and guidance that will enable women to emerge as equal participants in the workforce across the formal and informal sectors. The summit provides for a national platform to discuss our collective responsibility and exploring pathways towards gender inclusive outcomes in the workforce. The summit, aligned with the principles of the Sustainable Development frameworks calls for greater levels of coordinated involvement from the **Governments, private sector, not-for-profits and communities**, as drivers and enablers of societal change, through collective purpose for inclusive employment and growth opportunities for women to emerge as leaders of tomorrow. **The theme of the Summit "Gender Equality – Preparing Women and Girls for the Future of Work"**

## Key Takeaways/Objectives

1

Gain insights on emerging trends on gender equality through preparing women to be a relevant part of the workforce across the formal and informal economies

2

Understand what the future of work will look like for women with the rise of the 4th Industrial revolution and developing the right set of technical and life skills to succeed in a shifting definition of what constitutes the nature of work and the workplace.

3

Intellectual stimulation by experience sharing of private and public sector practices contributing to leadership, technical skills and workplace readiness of women in the workplace

4

Role of female entrepreneurship in powering the Industry 4.0

5

Determine focus areas of partnerships for aligning long term business goals with sustainability goals that are interlinked with the gender agenda

## Unique Features of GES 2019

High Level Panels on the future of work for women with plenary sessions on leadership, preparing women for Industry 4.0, Industry growth engine: Rise of women entrepreneurs in India

Release of thought paper with Deloitte on Preparing Women in India for the 4th Industrial Revolution

2<sup>nd</sup> Innovative Practices Awards on Women at Work Place 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

## Who Should attend?

Chief Executives

Chief Sustainability Officers/CXOs

Policy Makers

Head - CSR /Policy& Engagement/  
Partnership /Diversity

Manager - CSR/Social Inclusion/  
Programme

Corporate Communication Head/ HR  
Head

Government Officials, Academicians,  
Researchers

Civil Society Leaders and Practitioners

# Invited Speakers

## Summit Chair



**VAISHALI SINHA**

Chief Sustainability, CSR & Communication Officer, ReNew Power

## Chief Guest



**MANEKA GANDHI**

Hon'ble Minister of Women & Child Development

## Guest of Honour



**PAUL POLMAN**

CEO of Unilever, Vice Chair, UNGC

**Shashi Shanker**

President GCNI & CMD, ONGC Group of Companies

**Apurva Purohit**

President, Jagran Prakashan Ltd

**Arundhati Bhattacharya**

Former Chairman & independent Director, SBI & Reliance

**Zia Modi**

Co-founder, AZB & Partners

**Naina Lal Kidwai**

Chairperson, Max Group

**Madhu Kishwar**

Professor, Centre for the Study of Developing Societies (CSDS)

**Sangeeta Talwar**

Managing Partner, Flyvision Consulting

**Prof. Anu Singh Lather**

Prof. Vice Chancellor, Delhi Technological University (DTU)

**Sangita Reddy**

Vice President, FICCI

**Kiran Bedi**

Lieutenant Governor, Puducherry

**Seema Bahuguna**

Secretary, Department of Public Enterprises

**Swati Maliwal**

Chairperson, DCW

**ShobanaKamineni**

President (Also: Executive Vice Chairperson) CII (Apollo Hospitals Group)

**Rekha Sethi**

DG, AIMA

**Lakshmi Venkaraman Venkatesan**

Founding trustee and Executive Vice President Bharatiya Yuva Shakti Trust (BYST)

**Ameera Shah**

Managing Director, Metropolis Healthcare Limited

**Dr. Ritu Anand**

Dy, Global head, TCS

**Mahalakshmi R**

Head HR, Mondelez International

**Anuranjita Kumar**

Global Head, RBS, London

**Dr Shalini Sarin**

Chair of Foundation Board, SVP Human Resources and Solar Business, Signify India

**Bharat Wakhlu**

Thought Leader, Corporate Adviser, Leadership Mentor, Keynote Speaker & Author. President The Wakhlu Advisory (TWA)

**Nishtha Satyam**

Head, Strategic Partnerships, Policy Impact and Public Relations, UN Women

**Dr. Yasmin Ali Haq**

UNICEF Representative in India, UNICEF

**Dr. AK Balyan**

CEO, Reliance Oil & Gas

**Nisaba Godrej**

Chairperson, Godrej Consumer Products

**Dr. Debashis Chatterjee**

DG, International Management Institute (IMI)

**Ashish kumar Chauhan**

MD, BSE

**Nidhi Rajdan**

Anchor of NDTV 24x7 news show Left, Right & Centre, Media Anchor

**Dr. NS Rajan**

Group CHRO, Group CMO CEO, IDFC Foundation IDFC Bank

**Renu Sud Karnad**

MD, HDFC

**Mr. Rahul Taneja**

CHRO, JET Airways & Vistara

**Shweta Rajpal Kohli**

Country Director - Government Affairs, India & South Asia, Salesforce

**Madhu Trehan**

Co-Founder, NewsLaundry

**Dr. Jyotsna Suri**

Chairperson & Managing Director, Bharat Hotels Limited

**Deepa Malik**

Athlete (Shot Put)

**Mithali Raj**

Captain, India Women's Team

**Mary Kom**

Boxer

**Renuka Ramnath**

Founder, MD and CEO, Multiples Alternate Asset Management

**Madur Deora**

CFO and SVP, Paytm

**Sumant Sinha**

Chairman & CEO, ReNew Power

**Ravi Parmeshwar**

CHRO, ReNew Power

**Gowri Ishwaran**

CEO, Global Education and Leadership Foundation (GELF)

**Priya Paul**

Chairperson, Apeejay Surrendra Park Hotels

**Neelima Dwivedi**

Vice President- Public Policy, Govt. Affairs & Sustainability, India Region, PepsiCo India

**Roshini Nadar Malhotra**

Executive Director & CEO, HCL Corporation, Director, HCL Technologies, Trustee, Shiv Nadar Foundation, HCL Technologies

## SDG 5: Achieve gender equality and empower all women and girls

The UN believes "Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world." Owing to the state of gender equality world over, the UN's has created the Sustainable Development Goal 5. The idea is to focus around women emerging as equal stakeholders in the development model. Achieving gender equality is imperative to indicate progress towards the 2030 Agenda for Sustainable Development. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

### TARGETS

End all forms of discrimination against all women and girls everywhere

Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

## Women Empowerment Principles (WEPs)

The **Women's Empowerment Principles** are a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community. They are the result of a collaboration between the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact and are adapted from the Calvert Women's Principles®. The development of the Women's Empowerment Principles included an international multi-stakeholder consultation process, which began in March 2009 and culminated in their launch on International Women's Day in March 2010.

Principle 1

Establish high-level corporate leadership for gender equality

Treat all women and men fairly at work – respect and support human rights and non-discrimination

Principle 2

Principle 3

Ensure the health, safety and well-being of all women and men workers

Promote education, training and professional development for women

Principle 4

Principle 5

Implement enterprise development, supply chain and marketing practices that empower women

Promote equality through community initiatives and advocacy

Principle 6

To read more , please follow the link :

<http://www.weprinciples.org/Site/Overview/>

Measure and publicly report on progress to achieve gender equality

Principle 7

## Glimpses of GES 2018



## About Global Compact Network India

Global Compact Network India (GCNI) was registered in 2003 as a non-profit society to function as the Indian Local Network of the UN Global Compact, New York. It is the first Local Network in the world to be established with full legal recognition. It also serves as a country-level platform for businesses, civil society organisations, public and private sectors, and aids in aligning stakeholders' responsible practices towards the Ten Universally Accepted Principles of UNGC in the areas of Human Rights, Labour, Environment and Anti-corruption, broad UN goals including Sustainable Development Goals and other key sister initiatives of the United Nations and its systems. GCNI is working hand in hand with the Government of India to balance the three dimensions of sustainable development, the economic, social and environmental, to take the Government's agenda forward. At Present, the Indian Network has the Pan India membership of 370 Leading Business and Non-Business Partners and 350 Signatories.

## Conference Fees Per Participant

CATEGORY	1 Participant	2-5 (per participant)	>5 (per participant)
GCNI Member	7000.00	6500	6000
Non Member	9000.00	8500	8000
Academician/MSME/NGOs	5500.00	5000	4500
Student	3000.00	2500	2000

\*Plus applicable GST

### Mode of Payment

Demand Draft/Cheque/Digital Payment  
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### Follow

GES 2019 website: <https://www.globalcompact.in/2nd-gender-equality-summit/index.html>  
Hashtag : #GCNIGES2019



Network India

### Global Compact Network India

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