



TARGET  
GENDER  
EQUALITY



WOMEN'S  
EMPOWERMENT  
PRINCIPLES  
Established by UN Women and the  
UN Global Compact Office



4<sup>th</sup>

# GENDER EQUALITY SUMMIT (GES) 2021

“**COVID AND NEW  
GENDER EQUATIONS**  
ADVERSITY TO OPPORTUNITY”

9 - 10 MARCH, 2021 | NEW DELHI  
VIRTUAL

## BACKGROUND & CONTEXT

Globally, programs and initiatives to narrow the gender imbalance were thrown off track with the spread of the Coronavirus pandemic. As a result, Girls and Women are facing challenges across their life cycle even while being engaged as a key ecosystem leader during the COVID-19 crises whether in the workplace, community or in their household. The UN Secretary-General António Guterres highlighted that the research indicates that, "COVID-19 could reverse the limited progress that has been made on gender equality and women's rights"; a generation of progress of women and girls can be lost.<sup>1</sup>

The negative economic impact in terms of loss of livelihoods has been observed with women being largely employed in the informal sector. Before the pandemic, women saw wage disparities, employed in low-medium skill jobs and during the pandemic women experienced significant jobs and income loss (25% women vs 21% men). 740 million women are employed in the unorganised sector and 60% experienced lower incomes in the first month after the spread of the virus.<sup>2</sup> In addition, 72% domestic workers, out of which 80% are women and 40 million women in the food & service sectors lost their jobs. The recent report by UN Women provides perspectives on the extent of the indirect social and health impact and disproportionate negative impact on women.



### ECONOMIC IMPACT

Loss of wages, access to finance, higher unemployment in formal and unorganised sectors, decreased access to finance.



### SOCIAL IMPACT

Increase in out of school girls, increase in domestic and sexual violence, increase in unpaid care & domestic work, reversal in levels of agency, social mobility.

### HEALTH IMPACT

Emotional well-being, physical and mental health, equitable access to healthcare services, menstrual hygiene management, accessing family control methods, maternal and child-health, meeting nutritional needs of children and women.<sup>3</sup>



- <sup>1</sup> Talha Burki. The indirect impact of Covid-19 on Women. The Lancet, Volume 20, Issue 8, Aug 1, 2020. <https://secure.jbs.elsevierhealth.com/action/getSharedSiteSession?rc=1&redirect=https%3A%2F%2Fwww.thelancet.com%2Fjournals%2Fflaninf%2Farticle%2FPIIS1473-3099%2820%2930568-5%2Ffulltext>
- <sup>2</sup> UN Women. From Insight to Action: Gender Equality in the Wake of Covid-19. 2020. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-in-the-wake-of-covid-19-en.pdf?la=en&vs=5142>
- <sup>3</sup> UN Women. From Insight to Action: Gender Equality in the Wake of Covid-19. 2020. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-in-the-wake-of-covid-19-en.pdf?la=en&vs=5142>

In 2021, “it is expected there will be 118 women in poverty for every 100 poor men globally, and this ratio could rise to 121 poor women for every 100 poor men by 2030, sub-saharan Africa and South Asia will be most impacted.<sup>4</sup>

The World Bank’s database indicates an increase in women being educated and participating in the workforce.<sup>5</sup> However, world over, contextual limitations on gender equality is still visible and the imbalance has only widened during the crisis. 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, (Sustainable Development Goal (SDG) 8, target 8.5.) and “to achieve gender equality and empower all women and girls” (SDG 5).

Interestingly, countries with Women in leadership roles, death from Covid-19 are six times lower with better response and emphasis on social and environmental well-being.<sup>6</sup> There is a definitive need for gender responsive policy making and accelerating solutions that result in social and economic empowerment of women.



## INDIAN CONTEXT

In the Indian context, before Covid, the Government and the Ministry of Skill Development & Entrepreneurship had invested in improving female labour force participation. Significant challenges persists with gaps in formal education, lower labour force participation and skill development. Currently, the female LFPR is 50 percent lower than male LFPR<sup>7</sup> in India as women have limited access to skilling and are predominantly employed in the informal sector.<sup>8</sup> 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.<sup>9</sup>

The Covid crises has only amplified the gender imbalance in the country. Apart from the negative economic impact (LFP - 11% women vs 71% men employed)<sup>10</sup>, women have also faced the brunt of increased unpaid care and domestic work – increased time poverty across the India. Migrant women workers experienced loss of income, social

protection measures and large scale displacement as a result of the pandemic. As indicated in the global data, female domestic workers and those working in the services sector suffered majorly from job loss, difficulty accessing finance and overall loss of agency.

In crowded slums, women once again have challenges accessing basic resources like water and food, in rural areas despite the pandemic women are scavenging for water and firewood; increasing their exposure to the virus. Additionally, issues related to domestic violence, sexual and reproductive health, maternal and child health and nutrition levels for women and children have all suffered setbacks.

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 and policies towards gender mainstreaming.

<sup>4</sup> UN Women. From Insight to Action: Gender Equality in the Wake of Covid-19. 2020. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-in-the-wake-of-covid-19-en.pdf?la=en&vs=5142>

<sup>5</sup> World Bank. Labor Force Participation Rate. 2018. <https://data.worldbank.org/indicator/SL.TLF.CACT.ZS>

<sup>6</sup> UN Women. From Insight to Action: Gender Equality in the Wake of Covid-19. 2020. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-in-the-wake-of-covid-19-en.pdf?la=en&vs=5142>

<sup>7</sup> Economic Survey 2018.

<sup>8</sup> Ministry of Women and Child Development. Study of Working Women and Privileges in the unorganized sector. 2016. [http://www.wcd.nic.in/sites/default/files/FINAL%20DRAFT%20REPORT\\_0.pdf](http://www.wcd.nic.in/sites/default/files/FINAL%20DRAFT%20REPORT_0.pdf)

<sup>9</sup> International Monetary Fund. Pursuing Women’s Economic Empowerment, May 2018, file:///C:/Users/srshubha/Downloads/pp053118pursuing-womens-economic-empowerment.pdf

<sup>10</sup> Shruti Rajagopalan, Women won’t recover easily from India’s pandemic. Dec 2020. <https://www.bloomberg.com/opinion/articles/2020-12-20/india-s-covid-19-pandemic-recession-hurts-women-most>

## ABOUT THE GES2021

GCNI's 4th Gender Equality Summit in India resonates the global commitment towards developing a strong India roadmap towards gender equality by discussing policies, leadership, gender specific initiatives and technology that can enable women to recover and thrive in a post-COVID world 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 society and specifically 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 "COVID and New Gender Equations: Adversity to Opportunity".



## KEY TAKEAWAYS/OBJECTIVES

- As a result of COVID, gain insights on emerging challenges and trends on gender equality.
- Identify change leaders, women that were in the forefront of battling gender issues as a result of COVID, health workers, business leaders, women in Govt who are working to shift the imbalance towards meeting SDG 5 goals.
- Identify solutions that will enable girls and women to respond, recover and thrive in a post COVID world – Economic, Social and Health prisms; restoring livelihoods and gaining future ready skill sets.
- Role of social innovation and digital technologies that helped overcome the digital divide for women and girls through education, skilling, financial inclusion, entrepreneurship and health initiatives.
- Determine focus areas of partnerships for aligning long term business goals with sustainability goals that are interlinked with the gender agenda.

## WHO SHOULD ATTEND

- Chief Executives
- Chief Sustainability Officers/CXOs
- Policy Makers
- Head - CSR /Policy& Engagement / Partnership
- Manager- CSR / Social Inclusion / Programme
- Corporate Communication Head
- Government Officials, Academicians, Researchers
- Civil Society Leaders and Practitioners

## UNIQUE FEATURES OF GES2021

High Level Panels on Women in leadership: Working for an equal future, Reconfiguring gender solutions for economic and social empowerment and Reimagining digital solutions to meet gendered needs

Release of thought paper with Deloitte on COVID & new gender equations: Respond, recover and thrive



**TARGET  
GENDER  
EQUALITY**



## Target Gender Equality

Target Gender Equality is a gender equality accelerator programme for participating companies of the UN Global Compact. Through facilitated performance analysis, capacity building workshops, peer-to-peer learning and multi-stakeholder dialogue at the country-level, Target Gender Equality will support companies engaged with the UN Global Compact in setting and reaching ambitious corporate targets for women's representation and leadership, starting with the Board and Executive Management levels. Companies participating in Target Gender Equality have the opportunity to deepen implementation of the Women's Empowerment Principles and strengthen their contribution to Sustainable Development Goal 5.5, which calls for equal women representation, participation and leadership in business globally. Companies will be equipped with the latest data and research supporting the business case for gender equality and gain insights from UN partners and experts on how to accelerate progress on gender equality.

**Details:** <https://www.unglobalcompact.org/take-action/target-gender-equality>

## WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

## Women's Empowerment Principles (WEPs)

The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. WEPs are a primary vehicle for corporate delivery on gender equality dimensions of the 2030 agenda and the United Nations Sustainable Development Goals. By joining the WEPs community, the CEO signals commitment to this agenda at the highest levels of the company and to work collaboratively in multistakeholder networks to foster business practices that empower women. These include equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace.

**Details:** <https://www.weps.org/>



Network India

## Global Compact Network India

Global Compact Network India a local arm of United Nations Global Compact ( UNGC ) New York is a country level platform for businesses, civil society organizations, public and private sector, 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. It has also emerged as the largest corporate sustainability initiative in India and globally with a pan India membership of over 500 leading business and non-business organisations strengthening their commitment to the UN Global Compact Principles by becoming proud members of the Local Network in India.

**Details:** [www.globalcompact.in](http://www.globalcompact.in)

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**Social Media:** Use #GCNI4SDG5 & #TargetGenderEquality show your support to UN GCNI initiative towards Gender Equality

\*No Registration Fee. Prior registration is mandatory.



Network India

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