Gender Equality Summit 2018
Outcome Report

‘Gender Equality: A Key Differentiator for Sustainable Growth’

09th March 2018 | The LaLit, New Delhi
SUSTAINABLE DEVELOPMENT GOAL 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

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

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

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

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

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
Message

Gender inequality has a long-standing history of being entrenched in various aspects of Indian society, including women not being contoured in dominant economic, social and political narratives. Equally, United Nations Sustainable Development Goal (SDG) 5 is centered on women emerging as a key differentiator of our development paradigm. “Gender Equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.” In the Indian context, India’s Hon’ble Prime Minister Modi has expressed a deep commitment towards SDG 5 and NITI Aayog has been mandated as the nodal agency responsible for the implementation and monitoring outcomes of projects that relate to various Sustainable Development Goals (SDGs).

Recognising these imperatives, Global Compact Network India (GCNI) organised its first ever Gender Equality Summit 2018 (GES 2018) in New Delhi on 9th March 2018. The theme for the Summit was “Gender Equality - A Key Differentiator for Sustainable Growth.” The GES 2018 was unprecedented in terms of both quality of deliberations and participation. More than 250 delegates from the Government, Public and Private Sectors, Civil Society and UN Agencies were drawn to one platform to deliberate imperatives and prepare a blueprint for action towards healthy Gender Parity across the globe.

The panel sessions of GES 2018 were action packed and the panelists were drawn from NITI Aayog, Ministry of Women and Child Development, UN Women, UNICEF, National Stock Exchange (NSE), Paytm Payment Banks, Bank of America Merrill Lynch, Deloitte India, Ford Foundation, HSBC, Axis Bank Foundation, ICICI Bank, Pradan, Bharatiya Yuva Shakti Trust, IIM Sirmaur, Google, Capgemini, Philips Lightning and NutriHealth Systems among others.

Equally, the 1st Best Practices Awards 2018 ‘Women at Workplace’, a unique feature of the Summit, was a resounding success. Over 30 organisations comprising Public, Private, Corporate, Civil Society and Academia participated in it. Shell India Markets Pvt. Ltd., Mahindra Group and Wipro Ltd. were declared Winner, 1st Runner up, and 2nd Runner up positions respectively for promoting the empowerment of women at the workplace.

GCNI believes that the transformation of India can only be possible by including women in the mainstream and thus there is a need to build a partnership with all stakeholders. Going forward, GCNI will take many more initiatives towards the advancement of Gender Equality.
Background

World over, contextual limitations on Gender Equality has historically been visible. Achieving Gender Equality is an important prerequisite to demonstrate progress on the Sustainable Development Agenda 2030. Globally, women and girls have limited access to financial and physical resources, employment and freedom from violence. Access to information and technology and avenues for social and political participation are not available to women. In addition, women not having control over their sexual and reproductive health is a limiting factor in the shift towards women empowerment. Recognizing the criticality of Gender Equality, SDG 5 is centered on women emerging as equally invested stakeholders in our development paradigm.

Indian Context

In the Indian context, Prime Minister Modi has expressed a deep commitment towards reaching country-specific SDG targets, mandating the NITI Aayog as the nodal agency responsible for planning, implementing and monitoring outcomes. India has only 65% female literacy levels compared to 80% in the case of men. While women comprise 48% of the population, only 25% of them are in the workforce. In terms of political participation, while 11% women hold Lok Sabha seats, 46% have representation in the Panchayati Raj Institutions [PRI]. Violence against women remains widely prevalent in the country. Against this backdrop, the Indian Government has launched landmark gender-specific schemes such as Beti Bachao Beti Padhao focused on providing equal 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 and Support to Training and Employment Programme for Women (STEP) initiatives. The SDG framework calls for greater levels of coordinated involvement from the Government, private sector, not-for-profit organisations and communities as drivers and enablers of societal change through an aggregated championing for Gender Equality.

About the GES 2018

“Gender Equality - A Key Differentiator for Sustainable Growth”

Global Compact Network India (GCNI) organised its first Gender Equality Summit 2018 (GES 2018) on 9th March 2018 in New Delhi.

GES 2018 in India resonated the global commitment towards developing a strong India roadmap towards Gender Equality. It aimed to provide a national platform to discuss our collective responsibility and exploring pathways towards gender inclusive outcomes. The Summit called for greater levels of coordinated involvement from the Government, private sector, not-for-profit organisations and communities as drivers and enablers of societal change, through an aggregated championing for Gender Equality.

The Summit addressed UN SDG 5 Gender Equality by reducing gender discrimination in various spheres of life. The Summit was centered on the concept of UNDGs MAPS [Mainstreaming, Acceleration and Policy Support] strategy for relevant, effective and collaborative implementation of the Sustainable Development Agenda 2030.
Objectives of the summit were

1. To gain an insight into the discourse on the nation’s collective responsibility towards Gender Equality

2. To gain insights on building a relevant and effective strategy for collaborative implementation of the Sustainable Development Agenda 2030, extending to achieving critical Gender Equality goals

3. To promote intellectual stimulation by experience sharing of private and public sector practices contributing to accelerating and scaling gender-specific initiatives [and the challenges associated with it] within India

4. To understand the need for effective advocacy efforts to bring about a positive change at the policy level by breaking through economic, social and political barriers through gender-sensitive approaches

5. To determine focus areas of partnerships for aligning long-term business goals with sustainability goals
Highlights of the Summit

- More than 250 delegates from India and abroad comprising stakeholders from Public, Private, Civil Society and Academia.

- More than 30 thought leaders representing UN organizations, NITI Aayog, Ministry of Women & Child Development, Multinationals, Public & Private Sectors, Civil Society Organizations and Academia both from India and abroad.

- Extensive media coverage by journalists from HT Mint and ET Now.

- Plenaries and Panel Discussions designed along UNDGs MAPS (Mainstreaming, Acceleration and Policy Support) Framework.

- Case Study sharing by industry pioneers (Axis Bank Foundation, HSBC, ICICI Bank and Pradan).

- Experience sharing by Ms. Chetna Sinha, Founder of Mann Deshi Foundation & Co-Chair at Women Economic Forum 2018, Ms. Sristhi Bakshi, Founder and Managing Director of CrossBow Miles, who is walking from Kanyakumari to Srinagar to educate people about Gender Equality.


- Women Empowerment Principles (WEPs) Gender Gap Analysis Tool Kit Launch: UNGC-UN WOMEN, to help companies identify strengths, gaps, and opportunities to improve their performance on Gender Equality.

- Best Practices Awards 2018 ‘Women at Workplace’ to Shell India Markets Pvt. Ltd. (Winner), Mahindra Group (1st Runner up) and Wipro Ltd (2nd Runner up).
The inaugural session on “India’s roadmap to achieving the SDGs through Gender Equality”, outlined the role of multiple stakeholders such as the Government, UN Agencies, Industry, Aid Agencies and not-for-profit organisations in taking the agenda of Gender Equality forward.

- Session Address- Dr. Uddesh Kohli, Senior Advisor, UNGC
- Summit Overview- Ms. Vaishali Sinha, Chairperson, GES 2018 & Director, ReNew Power
- Setting the Context- Mr. N. Venkatram, Managing Partner & CEO, Deloitte India
- Address- Ms. Lise Kingo, CEO, UNGC, New York
- Special Address- Ms. Nishtha Satyam, Deputy Representative, UN Women MCO for India, Bhutan, Maldives and Sri Lanka
- Keynote Address- Shri. R. Ramanan, Mission Director, ATAL Innovation Mission, NITI Aayog and Additional Secretary, NITI Aayog

During the Welcome Address, Dr. Uddesh Kohli highlighted UN Global Compact’s mission of making Global Goals, Local Business by following the Sustainable Development Goals (SDGs) and translating them into practice as a part of the business activities. He also pointed out the synergy between Global Compact and NITI Aayog’s work towards achieving the Sustainable Development Agenda 2030. However, the difference is that NITI Aayog is doing it because of the commitment of the Government to achieve SDGs and Global Compact is doing it because it is focused on the business practices of the companies.

Carrying the discussion forward, Ms. Vaishali Sinha said that it was good to have both women and men attending the Summit as Gender Equality is not just a woman’s journey. She reflected that Gender Parity is a crucial factor impacting countries and corporates worldwide which makes a tremendous difference to their growth, competitiveness and future readiness. She emphasised making efforts at each level to increase the participation of women, and also stressed upon setting up effective monitoring systems to ensure that corrective measures are taken during shortfalls.

While setting the context for the Summit, Mr. N. Venkatram stated that as an organisation of 40,000 people in India, they employ about 38% women and believe that there is a long way to go. He also gave a glimpse into Deloitte’s WorldClass initiative launched by Deloitte’s Global CEO Punit Renjen for skill development, capacity building and livelihood development especially for women and adolescent girls. Further, he discussed the Best Practice Compendium “Towards Gender Equality” which was prepared by UN Global Compact Network India and Deloitte India.
Ms. Lise Kingo in her video message highlighted that we are not moving forward on the Sustainable Development Goal (SDG) 5, Gender Equality, at the pace and scale that we need. She said that exclusion of women is not only an injustice and violation of human rights, but it is also bad for business. She quoted that the participation of women can lead to an addition of USD 28 Trillion to the global GDP. She said we need responsible businesses in India to take the lead in closing the gender gap. We need more companies to take gender action and we need more action that delivers real impact. She also asked the companies to integrate Women’s Empowerment Principles into their organisations.

During the special address Ms. Nishtha Satyam brought to light that we cannot progress in achieving other Sustainable Development Goals (SDGs) if we do not engage women. She also stressed the need to bring women to the centre stage in the change-making process as the developmental agenda for women cannot be led without women.

While giving the keynote address at the summit, Shri R. Ramanan stated that India is a country with 1.3 billion people and more than 48% are women. He said that NITI Aayog is the National Institution for Transforming India, but any transformation of India will not work if we do not include the 48-50% of women as a part of the transformation of this country. He further added that the nation has never lacked great women innovators, scientists, thinkers, philosophers and artists but what has been lacking in this country is an ecosystem for promoting the empowerment of women.
Launch of Best Practice Compendium: “Towards Gender Equality”

Global Compact Network India, along with Deloitte as the knowledge partner, prepared a compendium of 11 in-depth Case Studies working closely with numerous organisations across industries, aid agencies and not-for-profit organisations in delineating their impactful programs centred on women. These Case Studies provide examples of interventions in the areas of developmental challenges for women such as economic empowerment, financial inclusion, livelihoods, education, health, water and sanitation, access to natural resources and domestic violence.

Best Practice Awards 2018 ‘Women at Workplace’

UN Global Compact Network India, along with TTC as the award processor partner, created a platform for organisations to display their policies, methods, frameworks and successes in the empowerment of women in the workplace and achieving Gender Equality.

Shell India Markets Pvt Ltd emerged as the Winner in the best practice category.

Followed by Mahindra & Mahindra as the 1st Runner up and Wipro as the 2nd Runner up.

Women Empowerment Principles (WEPs) Gender Gap Analysis Tool Kit launch

Together with UN Women, UN Global Compact has developed seven Women Empowerment Principles that helps companies identify and address barriers that are holding women and equality back. The Women’s Empowerment Principles (WEPs) Gender Gap Analysis Tool Kit helps companies identify strengths, gaps and opportunities to improve their performance on Gender Equality.
Mainstreaming implies work done to raise public awareness about the Sustainable Development Agenda 2030 and to integrate its principles and goals of sustainable development into national and subnational policy formulation, planning and budgetary processes.

Objective of the plenary: Delve into the interventions and initiatives taken by diverse stakeholders across sectors to break barriers through gender-specific and sensitive approaches within the Indian context.

**Intended Outcome**

- Approaches of various stakeholders working towards gender outcomes, including industry-specific narratives, alignment with Sustainable Development Goals (SDG) targets
- Understand means of mainstreaming and inclusion of women in social, economic and political contexts
- Discuss achievements and barriers to Gender Equality within the Indian context across varied lenses, community, workplace etc.
- Approaches to developing frameworks for collecting and managing gender disaggregated data.

**Moderator**

Ms. Sangeeta Talwar, Managing Partner, Flyvision Consulting

**Speakers**

- Mr. Abhimanyu Singh Poonia, General Counsel, Bank of America Merrill Lynch, India
- Ms. Lakshmi Venkataraman Venkatesan, Founding Trustee and Executive Vice President, Bharatiya Yuva Shakti Trust (BYST)
- Ms. Renu Satti, CEO, Paytm Payments Bank
- Mr. Pradeep Nair, CEO & Regional Director, Ford Foundation for India, Nepal and Sri Lanka
Ms. Sangeeta Talwar started the session by defining gender mainstreaming as any planned policy, programme or initiative that makes the experiences of both genders integral to the design, implementation, monitoring and evaluation of the outcomes of these policies and programmes. She pointed out that the root cause of disparity lies in our social structures, institutional structures, values and beliefs. She said that Gender Equality means the right to choose and equal opportunity to make that choice.

Taking the session forward, Mr. Abhimanyu Singh Poonia stressed on the need for a collaborative approach with different Corporates and different NGOs to increase funding for the initiative and also its reach. He said that there is a need to design projects holistically where one initiative tries to address several other SDGs. He further highlighted the relevance of collecting gender-specific data to not just get a better picture of the impact of the project, but to also use this data for future interventions and policy-making.

Ms. Lakshmi Venkatraman Venkatesan began by pointing out India’s poor ranking on the Global Gender Gap Index as a result of the lack of women’s participation in economic development. She also brought to light how the public private partnership (PPP) model could create opportunities for gender mainstreaming as the Government remains a key partner for all empowerment and inclusion projects because it has the strongest mandate and capital unparalleled by any other organisation. She also focused on how mentoring is essential for taking ideas to scale, bringing them to villages and for cutting through societal, geographical and social divides.

Moving to the corporate sector, Ms. Renu Satti mentioned the various initiatives taken by Paytm Payments Bank to promote participation of women in the workforce. She also stressed on the need of a banking ecosystem for underserved and underbanked rural India. She said it is important to create a banking ecosystem, especially for women so that they can not only be a part of the formal economy but also move up in their lives.

Mr. Pradeep Nair emphasised the need to being intentionally inclusive within the organisation with women being part of the decision-making committees and teams and having a gender lens across all programmes. He proposed bringing in more innovations in this sector to achieve this agenda.
Case Study Session

UN Global Compact Network India along with Deloitte as the knowledge partner for the Gender Equality Summit 2018 prepared a compendium of 11 Case Studies on Gender Equality best practices by leading corporates, PSUs, NGOs, Civil Society and other agencies operating in India.

Objective of the Session: Gain insights through experiential learning on solutions that addressed gender barriers.

Intended Outcome

- Experiential learning from stakeholders presenting their Case Studies helped in understanding what worked and what did not.
- Spectrum of solutions addressing gender-specific challenges in the areas of education, health, WASH (water sanitation and hygiene), menstrual hygiene, economic empowerment, violence etc.
- Workplace diversity and inclusion practices that encourage women leadership and high levels of gender participation across functions and levels.

Moderator

Ms. Shubha Srinivasan, Director, Social Impact Practice of Deloitte India

Speakers

- Ms. Dhruti Shah, Head Programme, Axis Bank Foundation
- Ms. Aloka Majumdar, Senior Vice President & Head, Corporate Sustainability, HSBC India
- Ms. Chetna Sinha, Founder, Mann Deshi Foundation
- Mr. Prashant Verma, General Manager- Head HR Business, ICICI Bank
- Ms. Madhu Khetan, Programme Director, Pradan
Ms. Shubha Srinivasan highlighted that there is no singular solution for the empowerment of women. It has to be more holistic in nature. She said that the Case Studies were built to demonstrate examples of gender mainstreaming, identifying the barriers for women and designing programmes specifically for them. She emphasised the need for developing an evidence base for structuring the programme. She also added that it is very important to create gender disaggregated monitoring systems and frameworks to capture this data and evidence base to gain critical inputs for policymaking.

Carrying the discussion forward, Ms. Dhruti Shah spoke of having an integrated approach in designing the programme and funding mechanism. She emphasised that to have any kind of gender outcome, women have to be the central focus and the agents of change. She also laid emphasis on the fact that we cannot just work with women for a gender-based outcome, we have to work with the men of the village, the sarpanch and the Gram Sabha to make more inclusive spaces.

Ms. Aloka Majumdar stressed that although corporate grants are important for scale, community-led organisations are the solution for developmental issues at the grassroot level. Since grassroot organisations know their business, they also know the realities at that level. She then introduced HSBC’s long-standing association with Mann Deshi. Ms. Chetna Sinha stressed upon the need of financial literacy of women apart from skill-building and funds. This results in greater impact and rise in the number of women entrepreneurs.

Switching gears to urban areas, Mr. Prashant Verma said he always believed in creating a level playing field. He further added that to overcome existing recruitment barriers, recruitment must be done not only from urban centers, but also from tier II and tier III cities and English must not be the only language used. He also discussed level playing fields not only in terms of recruitment, but also in promotional avenues to reach top management.

Ms. Madhu Khetan began by pointing out that economic development is the key. As people gain access to dignified sustainable livelihood, they are able to unlock many other constraints. However, she also highlighted that economic development on its own does not empower; it is the intentionality of people to accept and be ready for women empowerment.

To read this compendium, please visit: http://globalcompact.in/uploads/knowledge-center/15294879620CN%20Deloitte%20Best%20Case%20Studies%20Compendium.pdf
My Journey

Moderator: Ms. Vaishali Sinha, Chairperson GES 2018 and Director, ReNew Power

Personalities:
Ms. Chetna Sinha, Founder Mann Deshi Foundation
Ms. Srishti Bakshi, Founder - Managing Director, Crossbow Miles

Ms. Chetna Sinha, Founder Mann Deshi Foundation, told a story about how rural women lacked access to bank accounts as no bank was willing to include them. Mann Deshi Foundation (MDF) brought the banking system to rural women by initiating banking-literacy classes. Illiterate beneficiaries already knew how to count, so the intervention taught them how to calculate interest on principal amounts. MDF approached RBI regarding the progress of rural women and acquired an official license to operate as a rural women’s bank. What began by leveraging community power by putting women’s needs at the fore and giving them ownership in opening a bank grew into a business that is currently worth INR 170 crores, with cumulative loans amounting to INR 400 crores.

Innovative concepts like “Doorstep-Banking” brought the bank close to the women’s locations. Another first was the launch of a radio, managed and operated by women. In terms of success stories, 7,000 women received their pension through UTI Mutual Funds. Chetna Sinha also conceptualised the Mann Deshi Business School for rural women to help them gain access to training on setting up enterprises, knowledge and access to financial instruments and access to formal credit through the Mann Deshi Mahila Sahakari Bank. A success story was of a rural woman who took up inseminating goats as a full-time job, following training at Mann Deshi Business School on Wheels – a way to take the initiative to rural women with limited mobility. The initiative also entailed mentoring women entrepreneurs so that they may take their ideas to the marketplace and contribute to their household incomes. Currently, she travels to numerous villages to collaborate with many women for creating a consistent and significant source of income for their families in a profession that she truly enjoys.

Srishti Bakshi, Founder - Managing Director, Crossbow Miles, Empower Women Champion for Change 2016-2017, said that CrossBow Miles was founded as a platform in collaboration with NGOs to encourage people to walk for preventing violence against women and improve their overall situation. Walking 2,900 kms, from Kanyakumari to Kashmir, Ms. Bashir covered nine states while conversing with women from various communities. CrossBow Miles “walk the talk” contributed to the Internet Saathi Program for promoting rural women’s entrepreneurship and participation.
Acceleration includes analytical work that informs policy-makers about drivers and bottlenecks to sustainable development at the country level, and that contributes to the design of policy interventions that can accelerate progress towards achieving national SDGs by 2030.

Objective of the plenary: Highlight and understand approaches by diverse stakeholders who had taken gender-specific concepts to scale with relevance to specific SDG targets and to understand what measures were taken to make their projects sustainable.

**Intended Outcomes**
- Critical designing and project conceptualisation to ensure scale and sustainability of gender-specific interventions across community settings and the workplace
- Discuss achievements and address barriers to Gender Equality across numerous lenses - community, workplace etc.
- Understand avenues for collaboration and partnerships to take initiatives to scale
- Establish technology-linked data management tools and techniques in the collection and reporting of gender disaggregated data

**Moderator**
- Dr. Shalini Sarin, Senior Vice President HR, CSR, Chair of Foundation Board, Philips Lighting, Netherlands

**Speakers**
- Ms. Alok Majumdar, Senior Vice President & Head Corporate Sustainability, HSBC India
- Ms. Bhavani Balasubramanian, Partner and Diversity & Inclusion Leader for Deloitte India
- Ms. Neelu Rohmetra, Director, Indian Institute of Management, Sirmour
- Dr. Shikha Sharma, Founder and Managing Director, Nutri Health Systems Pvt Ltd.
Dr. Shalini Sarin talked about the importance of energy or lighting for the safety and empowerment of women. One billion people do not have access to energy, out of which half a billion are women. They are the worst impacted due to energy poverty as they feel unsafe collecting firewood for cooking and lighting up kerosene lamps in the house.

Ms. Aloka Majumdar, highlighted that corporates that are working at the grassroots level need to be patient, as the issues are deep rooted and they cannot be solved overnight. She emphasised the need to take into account the risk of failure when working with the communities.

Ms. Neelu Rohmetra narrated her experience as being the only woman director in the IIMs in India and her drive to recruit more women in IIMs. She said that our dreams have to be big, while the steps to achieve those dreams could be small. Talking about the responsibilities of educational institutions, she said that educational institutions have the responsibility to train women to be both contributors and resources to society.

Dr. Shikha Sharma narrated her journey of becoming a woman entrepreneur. She also emphasised that when a woman is economically independent, she is more confident. She said that when a woman becomes successful, other women think that this is not normal and that they cannot do it. So while concluding the session, she said that all women out there need to realise that it is very normal to be successful. It is very normal for them to build homes. It is very normal for them to run businesses. It is very normal for them to be in leadership positions. It is very normal for them because they are 50% of humanity, so they just need to start pushing their limits.
Plenary 3: Policy Support & Development Transition

Policy Support implies collaborative approaches that enable the UN to share technical expertise and advice with member states for supporting thorough SDG implementation.

Objective of the plenary: Outline gendered presence on policy creation across sectors, collect data as an indicator of policy advocacy in the Indian context and develop a stage for policy on Gender Equality.

Intended Outcomes

- Narratives on collecting gender-specific data as evidence base for policy advocacy to encourage higher levels of women participation and leadership
- To highlight access to the knowledge of legal, economic and political rights of women in India
- Insights from participants for developing India-centric issues and policy platform on Gender Equality.

Moderator

- Ms. Shweta Rajpal Kohli, Country Director, Government Affairs & Public Policy, India & South Asia, Salesforce

Speakers

- Ms. Huzan Mistry, Strategic Business Head, New Product Development & Product Support, National Stock Exchange (NSE)
- Ms. Gayathri Ramamurthy, HR Business Partner and D&I Lead, India, Capgemini
- Ms. Ratna Anjan Jena, Statistical Advisor, Ministry of Women & Child Development
- Ms. Neha Barjatya, CEO, Google Internet Saathi

Ms. Shweta Rajpal Kohli began the session by highlighting the need for healthy public- private partnership in creating a policy platform that is diverse, inclusive and equal.
Taking the agenda forward of whether mandating a policy is a successful model, Ms. Huzan Mistry said that countries have adopted the mandate model because the process of natural selection has not worked. While specifically talking about the SEBI mandate to have at least one woman director on the Board of Directors in certain types of companies, she said that it is not just the number of women who have increased in the boardroom, but women have also started demonstrating that they add serious value to the company.

Ms. Gayathri Ramamurthy discussed the need for a multi-stakeholder engagement for forming a policy. She emphasized the need to collaborate in advance before the policy is finalized, which will in turn lead to phenomenal results. She also pointed out that the “silent decisions” or the “silent blocks” that are present in the ecosystem require conversations to break them.

Adding to this discussion Ms. Ratna Anjan Jena said that Gender Equality has emerged as the central stage of development in global goals, and in India, both the centre as well as the state Governments have to align their policies with the various SDG goals. She also put forth various programmes of the Government for the empowerment of women, girls and children. She said that the Government is always for the involvement of the corporate sector in the upliftment of women, girls and children.

Ms. Neha Barjatya started by giving out facts about internet users in India and how the male: female ratio of internet users is highly skewed. She brought to light the power of internet in transforming the lives of women in rural India. She said that when women were given access to internet, their confidence improved, the education of their children improved and there was an increase in their income and saving capability, as they learned better ways of saving income. They were also learning new skills. She concluded by saying that even though policies are important, consistent presence, relevance, working within the parameters and changing mindsets is what really makes a huge difference.
Welcome Remarks - Ms. Vaishali Sinha, Chairperson, GES 2018 & Director, ReNew Power

Reflections and Way Forward - Dr. Rani Desai, Chief Learning Officer, Partner Matters, Deloitte India

Address - Ms. Anna Roy, Advisor, NITI Aayog

Valedictory Address - Dr. Yasmin Ali Haque, UNICEF Representative in India

Vote of Thanks - Mr. Kamal Singh, Executive Director, UN Global Compact Network India

Ms. Vaishali Sinha highlighted that this Gender Equality Summit is just 10% of the effort; a large part of it will be to follow up on the points discussed in the summit. She said that it is important to take this discussion forward, and none of this can be done alone, or independently, or in isolation; we need to create an ecosystem and a support system to further the cause of women empowerment.

While discussing the reflections and way forward, Dr. Rani Desai pointed out that the Gender Equality Summit represented the entire community since there was Government representation, corporate representation, NGOs etc. She said if we reflect back, we see that 50% of our population remains under-represented and undervalued. She emphasized that as a country, we need to strengthen our capability in collecting data for organised as well as the unorganised sectors and we need more and more partnerships to promote women empowerment.

Ms. Anna Roy began by pointing out the need for more focus, more research and more examination on terms such as Gender Parity because there are such diverse views and it is important to first reach to some consensus about the various terms around gender. Going forward she said, we need to provide more opportunities to women in all walks of life, which would, in turn, be a big push to gender balance. She said we need to gather data for evidence-based policy making. She concluded by saying that if women lead, then there is a larger eco-space that benefits from it.

While giving the Valedictory Address, Dr. Yasmin Ali Haque said that it is very important to enroll men as champions for the cause of Gender Equality. Taking her discussion forward, she said we need to start working now. We need to work with the children of today for a future of respect and dignity. She also highlighted the
need to promote a father’s role in bringing up children. She emphasised the education of girls. She said it is the education of girls that makes a big difference. We need to look at the quality of the education and at how gender stereotypes are addressed within that education. She said education can nurture a more caring person, whether man or woman.

Mr. Kamal Singh concluded the Summit with a vote of thanks and said that “Gender Equality is not only a UN agenda, or Government of India agenda, it is the agenda of everybody.”
Thank You GES 2018 Organising Committee

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Communications Officer  
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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.

Subtitled Equality Means Business, the Principles emphasize the business case for corporate action to promote gender equality and women’s empowerment and are informed by real-life business practices and input gathered from across the globe. The Women’s Empowerment Principles seek to point the way to best practice by elaborating the gender dimension of corporate responsibility, the UN Global Compact, and business’ role in sustainable development. As well as being a useful guide for business, the Principles seek to inform other stakeholders, including governments, in their engagement with business.

**Women’s Empowerment Principles**

1. **Principle 1:** Establish high-level corporate leadership for gender equality
2. **Principle 2:** Treat all women and men fairly at work – respect and support human rights and non-discrimination
3. **Principle 3:** Ensure the health, safety and well-being of all women and men workers
4. **Principle 4:** Promote education, training and professional development for women
5. **Principle 5:** Implement enterprise development, supply chain and marketing practices that empower women
6. **Principle 6:** Promote equality through community initiatives and advocacy
7. **Principle 7:** Measure and publicly report on progress to achieve gender equality

To read more, visit: [http://www.weprinciples.org/Site/Overview/](http://www.weprinciples.org/Site/Overview/)
Acknowledgments

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About Global Compact Network India (GCNI)

Global Compact Network India (GCNI), formed in November 2000, 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 sector 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. At present, the India Network is the leading network among all the Local Networks in the world. It has also emerged as the largest corporate sustainability initiative in India and globally with a pan India membership of over 350 leading businesses and non-businesses participants and 350 signatories, strengthening their commitment to the UN Global Compact Principles by becoming proud members of the Local Network in India.

For More Details, Please Visit: www.globalcompact.in

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