2nd GENDER EQUALITY Summit 2019

‘Preparing Women for the Future of Work’

1st March 2019 | New Delhi

Outcome Report
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
Dear Friends,

The Sustainable Development Goal 5 of the United Nations, as we all know, is focused on Gender Equality. Gender Inequality is a barrier that has been existent in our country for a very long time. This has had a long-standing impact on the GDP of the Nation and it has also impacted the world economy as a whole. It is therefore imperative that we strive to attain greater Gender Equality in organisations across India. A landmark McKinsey Global Institute report found that $12 trillion could be added to the global GDP by 2025 if the gender gap is narrowed. Given higher returns that Gender Equality is expected to bring, it is said to be better to invest now and to achieve Gender Equality & empower women to take up leadership roles. Another latest research was done by EY Peterson Institute for International Economies, a Washington DC based think tank now proves another one, and it’s compelling: having more women at the top means: more profits. The data clearly shows that increasing the percentage of women in top spots from 0 to 30 percent is associated with 15% jump in profits. This indicates that Gender Equality not only has a social implication but also an economic one. We should therefore empower women to take leadership roles.

Recognising these imperatives, we had organised our second Gender Equality Summit 2019 [GES 2019] in New Delhi on 1st March 2019. The theme for the Summit was “Preparing Women for the Future of Work.” The aim of the Summit was to build a concrete roadmap towards gender equality at workplaces in India. It focused on driving and bringing in change for inclusive and equal opportunities in employment and growth for the women workforce. The unique feature of the Summit was the 2nd “Best Innovative Practices Awards 2019: Women at Workplace.” This was aimed at encouraging and acknowledging inclusive workplace practices by organizations across different sectors. Over 35 renowned organizations across India participated in the competition.

The event had over 250 participants including CEOs, CXOs, Heads of Corporate Organizations, and Public Sector Units besides representatives from Academia, Civil Society Organizations and UN entities from across the globe.

We strongly believe that it is through the empowerment of women and the enhanced role of women in workplace that India can be transformed. To ensure this, we collaborated with “UN Women for Women’s Empowerment Principles (WEPs)”, a set of principles for business offering guidance on how to empower women in the workplace, marketplace and the community. To take this endeavor to the next level, we have started organizing ‘Developing Women Leadership Training Program: A Roadmap to Success’ which is a unique capacity building program for women. Our quest to achieve the goal of Gender Equality does not end here, we shall continue to work on initiatives that aim at bridging the gap of Gender Inequalities and help India go forward.

With Best wishes

Kamal Singh
Executive Director, GCNI
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 are 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 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.

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.

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 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 for the Future of Work’.
The inaugural session commenced with a welcome address by Dr. Uddesh Kohli, Senior Advisor to the UNGC in India. Dr. Kohli emphasized on the importance of Sustainable Development Goal (SDG) 5 – Gender Equality and the need of the hour which is to call for action towards equal participation of women in all spheres of life. He pointed out that with the inclusion of women in the workforce, India’s GDP has the potential to grow by 27%.

Mr. Amitabh Kant, CEO, Niti Aayog, through a video message, reflected on how unequal participation of women was hampering India’s overall growth. He spoke about the findings of the latest IMF report which stated that inclusion and participation of women could potentially increase the country’s GDP by 27% and that India’s Female Labour Participation Ratio is extremely low at 28% versus 78% of men. He concluded his speech by explaining how, in order to achieve SDG5—Gender Equality by 2030, urgent action was required, and that this needed to be a collective effort.

We need to focus on preparing women not only for the future of work but for the future of our country.

Dr. Uddesh Kohli
Senior Advisor UN Global Compact
Gender is the inherent DNA of all Sustainable Development Goals (SDGs).

Ms. Vaishali Sinha, Chair, Gender Equality Summit (GES 2019) and Chief Sustainability, CSR & Communications Officer, ReNew Power Limited, spoke about the importance of having women leaders as role models and mentors so we can witness and understand both the struggles and successes of successful women. While moving towards the fourth industrial revolution (4IR), women can significantly contribute to the ecosystem as well as the GDP of our nation if given the right opportunities and flexibility. Ms. Sinha reflected on the importance and advantages of having women in the board room and presented findings of studies that prove that women bring an emotional balance that smoothen the process of getting things done.

Ms. Lise Kingo, CEO and Executive Director, UNGC, New York, in her video-message reflected on the Women Empowerment Principles (WEP), jointly developed by the UNGC and UN Women. She emphasised how, by integrating these principles within organisations, we can help influence people in the workplace, marketplace and community.

Mr. Atul Dhawan, Chief Strategy Officer & National Leader, Brand & Communications, Deloitte India, highlighted his concern on India ranking 127th on the global Gender Equality Index. He reflected upon the significantly low participation of women in the Indian labour force. Mr. Dhawan explained how, with the 4IR in the near future, we would have the advantage of technologic shifts with digital and physical worlds, which, when combined, have the potential to provide opportunities to accelerate gender equality and make a quantum impact. He felt that India could leverage exponential changes in the space of gender equality by using technology and data. His speech also reflected on how the summit’s gender focus resonated very well with the culture at Deloitte and the firm’s efforts to address this global concern through the world class initiative which aims at reaching 10 million girls and women in India.
We need to redesign, reengineer and reimagine the world from a gender responsive lens.

Ms. Nishtha Satyam, Deputy Representative, UN Women MCO for India, Bhutan, Maldives and Sri Lanka, said that the 4IR needed to look at gender exclusively. She felt that truly smart, inclusive and forward-looking solutions should not differentiate between men and women. Ms. Satyam reflected upon the Indian workplace culture, where the perception of men and women as not being equals was one of the biggest challenges before us. Historically, never before had India had the opportunity to address the challenges of gender equality and there was a need to develop innovative solutions. She spoke about the research jointly done by UN Women with LinkedIn and Monster.com, in order to see, observe, analyse & track visible changes in the workplace. Ms. Satyam explained how higher educated women ultimately refuse to take up low-paying jobs.

Mr. Deepak Dwivedi, Chief Editor and Chairman, Dainik Bhaskar, through his address explained how gender equality differs across rural and urban areas. He explained how worldly efforts and empowerment tools for urban men and women were being made, but that there was still a significant gap with regard to uplifting rural populations.

If our efforts don’t reach rural India and try to empower them, then this journey has no destination.

Mr. Kamal Singh, Executive Director, GCNI, while proposing vote of thanks, emphasized on how it was essential to ensure a collective effort made to encourage men to participate and bridge the gender gap. Without equal participation across both genders, he felt, change would be very difficult to accomplish.
During the spotlight session, Ms. Vaishali Nigam Sinha conducted an engaging conversation with Ms. Naina Lal Kidwai and Ms. Aparna Raje Piramal. It brought out the struggles of successful women trying to maintain a work-life balance, and provided encouragement to other women and men in the audience to work hard and persevere to achieve their goals in life. Ms. Sinha brought out the journeys of the two women in a fluid manner, through an interesting battery of questions, keeping the audience captivated and motivated. It was a power-packed session with all the three women being alumni from Harvard Business School, that helped them bond seamlessly.

Ms. Naina Lal Kidwai was the first Indian woman to attend Harvard Business School. She has authored a book on 30 women CEOs, which tells the tales of their stories and their challenges. Ms. Kidwai reflected on
her journey and spoke about how her biggest challenge as a woman was to find work–life balance. She spoke about how it is essential for every woman to juggle between the three crystal balls – home and family, work and the self. It is essential for each individual to understand and balance what is important and what works for them. She believes young women entering today’s workforce need to create networks and support systems through collaboration, and should not be questioned every day for who they are. Ms. Kidwai quoted studies which prove although there has been a 20% decline in the number of people who believe women should stay at home, 70% figure still believe it is essential for the young fathers to go to work. She also spoke about the India Today study, which states 64% of women believe the role of women is to be good mothers and wives.

Ms. Kidwai also gave an insight on how gender is perceived in the workplace through a managerial lens. While there is a predominant issue of salary gaps that has time and again been proved through different studies, the reality is that men and women with equal talent always end up with equal pay. She explained that through her experiences she has witnessed the problems which arise when the woman goes into family mode and needs to balance work and home.

Ms. Aparna Piramal Raje reflected on her journey growing up in a joint family, how her pursuing horse riding – a sport perceived for men - helped her change her outlook towards gender equality, and take risks. She spoke about how she transitioned from business-woman to mother to writer, explaining all the different roles a woman has the innate ability to take on!

Today, Ms. Piramal Raje mentors young female writers and supports them to ease them into the process of entering the workforce. She explained how she wanted to encourage all young girls and women to do things that make them brave and are fulfilling, but also to understand that family plays a big role. She also spoke about how it is important to expose young boys to the issue of gender inequality and how she encourages her young sons to be fair towards women.

“Ambition brings out the best in you. You see two steps ahead of where one currently is.”

Ms. Naina Lal Kidwai

“When it comes to Gender Equality, there’s no one single bullet, the issues are varied and diverse, to be dealt with one at a time.”

Ms. Aparna Piramal Raje
Columnist & Author HT Mint
Plenary Session 1
Leadership and Life Skills required for women to succeed in the workplace

The aim of the session was to bring perspectives of leading women including CHROs and CEOs to the forefront on solutions to enable more women towards joining the workforce, with avenues for gaining leadership opportunities as well as the right technical and life skill sets.

Moderator

Dr. Shalini Sarin
Chair, Signify Foundation, Netherlands; Chair ISA, Global Taskforce for Foundations; Independent Director, Linde India

Speakers

Ms. Hema Ravichandar
Strategic HR Advisor & Independent Director – Boards of Marico Limited, Titan Company Limited and Bosch Limited

Ms. Rachna Mukherjee
CHRO, India Region, Schneider Electric

Dr. Raju Mistry
CHRO, Jubliant Life Sciences
Inherent discrimination in hiring women shows up gaps in terms of lack of policy and intent. Organizations and companies inadvertently create stereotypes, for example: a man will be more suitable to move for a job whereas a general perception is that not too many women move their base for their careers. Subconsciously, when there are topics of discussions about work, there is a male typology by default, therefore reinforcing workplaces as male-only stereotypes across conversations, films, advertisements, etc. To create a workplace of equal men and women, it needs to be demonstrated from its very roots.

Dr. Shalini Sarin reflected on the research which projects the percentage of women falling across various life stages from 42% at graduation, to 24% at the workplace, to 19% at middle management and a mere 8% representation at the board level. While there are women who are well qualified and educated, there is still a constant decline over the years.

Ms. Hema Ravichandar spoke about her experiences and explained how most organizations reward for effort and not for results; for example a woman who leaves at 6 pm is put at a disadvantage, irrespective of her efficiency level. She believes that we need to prepare our organizations and first line managers to handle the efficiency of women. Further, by having at least two women on any board helps in tipping the decision and focusing on a more unbiased gendered perspective.

Gender equality is not only an HR topic, rather a business and organizational concern which needs to be addressed. India’s GDP has the potential to rise by 28 trillion dollars with imperative participation of women in the workforce. Additionally, it is essential to educate male managers, create sensitization and discourage people from talking about stereotypes.
Plenary Session 2
Preparing for the Fourth Industrial Revolution

The aim of the session was to facilitate discussions about relevant technical skills, soft skills, workplace preparedness and inputs required for women to take an equal role in the country’s growth especially with the emergence of the 4IR.

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

Speakers
Mr. Vijay Kalra
ED & CEO, Mahindra Vehicle Manufacturers Ltd. & Chief of Manufacturing Operations, Automotive Sector – Mahindra & Mahindra Ltd.

Ms. Anjali Singh
SVP and COO, Global Banking & Capital Markets, Genpact

Ms. Lakshmi Umapathy
Plant Head and Geneal Manager, Kirloskar Brothers Ltd.

Mr. Clement Chauvet
Chief Skills and BD, UNDP
What is the fourth industrial revolution and how is the world going through digitization? Digital is the buzzword of the future. Today, most youngsters spend most of their time on their mobile phones, performing almost every function on it. The banking world is digitizing faster than any other industry currently, and most banks are working with their employees to upskill them to keep up with the evolving digital world. Today, companies are hiring youngsters who come with the skills of the digital world. Further, with the digital environment come the advantages of flexible hours and working from anywhere else remotely, therefore making outcome delivery easier.

Mr. Clement Chauvet reflected on how IKEA and UNDP’s Disha programme aims to reach one million girls and women from underprivileged backgrounds. Most of these girls are the first generation of school-goers and often lack the focus and guidance because their parents cannot provide them the picture of the organized sector due to their own lack of awareness. It is essential to link girls at a young age to different kinds of opportunities. Additionally, to tackle the number of dropouts in schools, it is important to make young girls understand how education can be valuable to them. Today, what skilled employers are asking for is lacking in young girls and while there are vacancies in companies, they are struggling to fill them. Skills need to be implemented through education and it is important to have both cognitive skills (critical thinking and problem solving), as well as non-cognitive skills (leadership and emotional skills).

Ms. Shubha Srinivasan further reflected on the fact that while relevant technical skills are important, skills of the future include soft skills and communication skills. These skills will provide the agility to adapt to the digital age. Additionally, attitude and continuous learning and development are very important.

Mr. Vijay Kalra believed inequality is not a gender issue but rather a mind-set issue, especially with regard to jobs in the industry. A common stereotype perceives women as physically weaker, who cannot do the same physical work as men. While banking, IT and insurance are sectors women are joining and succeeding in, when it comes to the manufacturing sector, there is a mind set about the industry not being a place for girls which needs to be addressed. Mr. Kalra explained how first one needed to change the mind-set, then the ecosystem, engage with employees and make them understand. He said that Mahindra had implemented a new rule where 33% of college graduates hired had to be women (but with the right, equally high skill sets.) The company started with 150 women on the shop floor who were forthcoming and today some have become role models. He said that they have recently hired the first set of 32 girls - all of whom were welders. Amongst them one girl, age 24, represented India at Beijing and won the title of ‘Best Woman Welder in the World’. Today men and women are given equal jobs, equal opportunities and are treated equally.
Ms. Lakshmi Umapathy reflected on how Indian communities view marriage as a compulsion in most communities including hers. Despite that, she was fortunate to have parents who wanted her to achieve something more and something better even though she was the daughter of the house. Today, she is the head of an all–woman factory in Coimbatore. The management chose an all–female workforce because the end customers are women, hence this was a good reason to offer equal opportunities. Lakshmi believes that to balance attrition and retention, the key is to implement a family–like set up. Last year, they started night shift operations for women with relevant operations and policies in place with regard to safety and transport.

Ms. Anjali Singh explained that it was extremely vital for young girls and women to choose which skills they wanted to master, regardless of whether they related to engineering, computer science or fashion. With today’s modern day technology and trainings, one could become an expert in any domain.
Thinkthrough Consulting Pvt. Ltd. (TTC) facilitated the Case Study Session: Best Innovative Practices Awards ‘Women at Workplace’ at the Gender Equality Summit (GES) 2019, as Awards Process Partner.

Public & private organizations, multinationals, MSMEs, NGOs and B-schools were invited to compete and submit case studies, showcasing their efforts and initiatives to ensure a positive workplace for women. The aim was to recognize gender equality, inspiring others to proactively promote women empowerment at the workplace in their respective spheres.

Thirty-five case studies were received from various organizations.

**Moderator**

Mr. Parul Soni
Global Managing Partner & Co-Founder,
Thinkthrough Consulting (TTC)

**Winners**

**Business Category**
- Winner is ONGC Ltd
- 1st Runner’s Up is Wipro Pvt Ltd.
- 2nd Runner’s Up is Schenker Pvt. Ltd

**Non - Business Category**
- Joint Winners Awards goes to ICICI Foundation & IIRD
Summary

Gender Equality (GE) is imperative for the sustenance and growth of business. GE advocates access to equal opportunities and recognition for ensuring an inclusive, diverse and efficient environment. In order to identify and acknowledge such equal practices, organizations across the country were provided with a unique platform at the GES 2019 to showcase their best innovative practices.

Winners were awarded across business and non-business categories. The leaders of these winning teams participated in an engaging discussion, showcasing their progressive work and practices towards ensuring GE for empowering women. These leaders spoke about how their unique practices are ensuring growth, safety, equal pay, representation, and increased participation for “Women at Workplace”. Mr. Soni concluded the session summarizing the key takeaways with emphasis on the need for organizations to share their best practices and proven methodologies for collective and inclusive growth.

What Award Winners said...

To provide role models to women, a unique initiative of sharing success stories by ONGC women leaders was started on the company internal portal and women industry leaders were also invited to share their experiences with ONGC women employees.

Ms. Divya Capoor
DGM - HR, ONGC

We provide the maximum period (184 days) of paid leave for women entitled to maternity benefits. We also have close to 25% women employment across all zones in India as compared to the average statistics of 22% women in any organization.

Ms. Rama Thakur
Head HR & Admin, ICICI

Out of the total of four functionaries who have been awarded the “Best Employee” title until now, three were women. This reflects the organization’s culture and dignified place of women in the system.

Dr. L.C. Sharma
MD, IIRD

Schenker India Pvt. Ltd. is a part of the Cargo/Transportation industry, which in India has been male-dominated. The ratio was poor a few years back; however, with focus on diversity hiring, we have been able to improve overall diversity. We know we have a long way to go.

Ms. Jyotsana Saxena
GM, HR, Schenker
Plenary Session 3
India Growth Engine - Rise of Women Entrepreneurs for Industry

The aim of the session was to explore avenues that promote social and economic empowerment of women via nurturing female entrepreneurs and upskilling courses.

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

Speakers
Dr. Shikha Nehru Sharma
Founder, Nutri Health Systems, Pvt. Ltd.

Ms. Deepthi Ravula
CEO, WE HUB Hyderabad, Govt. of Telangana

Dr. Archana Singh
Head Corporate Priority, NSDC

Ms. Gayatri Jolly
Founder and Creative Director, Master6
Summary

As we approach the fourth industrial revolution, there is a dire need to encourage more women to join the workforce. Gender inequality is based on biases, perceptions and stereotypes. Ms. Archana Singh reflected on her journey where she was once rejected from a job despite being well qualified, due to her hairstyle. If a woman earns more than a man, in society that’s a problem because the man is made to feel small. However with the Internet revolution there is going to be a change in everything, especially for women. With artificial intelligence, in the future HR is going to become redundant, and gender won’t even be a criteria. In terms of the current socio political context, humans have internal barriers put in our brains which makes it difficult to unlearn, from a cultural and societal perspective.

Ms. Deepthi Ravula spoke about WE HUB – the first incubator in India for women entrepreneurs - which was set up in 15 days. She explained how women do not feel that they have a place in the government system where they can come and ask for help and get assistance.

Ms. Archana Singh heads a programme called Skill Saathi at NSDC which aims to reach one crore youth and provide them with career counselling. She explained how counselling needs to be done for women, not only to get them jobs but to motivate them towards achieving their dreams and aspirations. She spoke about WE HUB – the first incubator in India for women entrepreneurs - which was set up in 15 days. She explained how women do not feel that they have a place in the government system where they can come and ask for help and get assistance.

“

There are things that can be extended beyond capital - like social capital, networks and mentorship.

“

Ms. Gayatri Jolly has started the first all-woman garment factory, ‘MasterG’, in India. She explained how the outfit she wore to the summit was designed in a pattern which was the Google map of the slums from where these women come. She has started a campaign, ‘Humans’ on social media, where they send one outfit every week to one person who is an inspiration to these women and make these garments by watching YouTube videos.

According to a recent NSDC analysis there is high enrolment of women in beauty and wellness, textile, leather, domestic and service trades, whereas there is an extremely low enrolment across manufacturing, construction and automotive sectors. It is essential for girls and women not to limit themselves to certain sectors due to societal biases and stereotypes. The youth should be encouraged to grab opportunities and ignore cultural opinions and perceptions.
Conclusive Reflections

- Winners of ReNew Power’s women entrepreneurship programme ReNew Women India Initiative (ReWIN), from rural Maharashtra, talked about their entrepreneurial projects and inspiring journeys. They even got a mentorship opportunity with ReNew Power as sponsor.

- ReNew Power’s efforts such as training in financial literacy, project management, effective communications and other relevant soft skills are transforming the lives of rural women.

- With the emergence of the 4IR, there is a need to train women not only in technical skills but, equally importantly, in soft skills.

- Policies that are more women-friendly and friendly towards the corporate world and NGOs will help change mind-sets. These need to be targeted and implemented at the HR level.

There is the need of more gender awareness in policy making. The day when equality is attained this planet will become a better place to live in.

Ms. K. Kavitha
Member of Parliament Nizamabad & Founder Telangana Jagruthi
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### Corporate Contributors

- JIMS New Delhi
- HP
- **Dr Shikha's NUTRIHEALTH**
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.

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.wmprinciples.org/Site/Overview/](http://www.wmprinciples.org/Site/Overview/)
Acknowledgments

GCNI Managing Team

Kamal Singh, Executive Director

Deep Chandra Papnoi, Programme Manager  Ankita Kumari, Programme Officer

Tamanna Girdhar, Programme Officer  Bhumika Panwar, Programme Officer

About Global Compact Network India (GCNI)

As a United Nations Global Compact local arm, Global Compact Network India (GCNI) has been acting as a country level platform in providing a robust platform for Indian businesses, academic institutions and civil society organizations to join hands for strengthening responsible business practices. Our ‘10 Principles in areas of Human Rights, Labour, Environment and Anti-corruption’ provide a common ethical and practical Framework for Corporate Responsibility - and the 17 ‘Sustainable Development Goals (SDGs)’ adopted in September 2015, by all 195 Member States of the United Nations including India in order to end extreme poverty, fight inequality and injustice, and protect our planet-understood and interpreted by businesses around the world, regardless of size, complexity or location.

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Global Compact
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Global Compact Network India
1st Floor, UNESCO New Delhi Cluster Office
for Bangladesh, Bhutan, India, Nepal, Maldives and Sri Lanka
1, San Martin Marg, Chanakyapuri, New Delhi - 110021, India

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