



Indian  
Women  
Network

women matter.



# IWN- THE JOURNEY

## Genesis:

Confederation of Indian Industry (CII) felt that career women require a structured network to discuss the experiences and challenges to become better professionals at work; as well as the importance of creating gender parity in business & society. Over the years, CII has given thrust on Women Empowerment at the national level and provided a platform to engage with Indian industry & Government.

The idea of launching the Indian Women Network (IWN) was conceived by Mr G V Sanjay Reddy, Past Chairman, CII Southern Region 2012-13 and Vice Chairman, GVK Power and Infrastructure Ltd. In 2012, under Mr Reddy's leadership, CII Southern Region constituted a Steering Committee to deliberate on the women empowerment initiatives by CII.

Some very eminent women were part of the steering committee who contributed significantly towards the initiation of IWN.



**G V Sanjay Reddy**

Past Chairman,  
CII Southern Region and Vice Chairman,  
GVK Power & Infrastructure Ltd.



**Bhairavi Jani**

Director, SCA  
Group of Companies



**Suchitra K Ella**

Chairwoman,  
IWN & WE National Committee  
and Co-Founder & Joint MD,  
Bharat Biotech International Ltd.



**Gita Maini**

Founder,  
Gallery G



**Rani Muralidharan**

Executive Director,  
GK Sons Engineering Enterprises Pvt Ltd



**Hemalatha Rajan**

Director,  
Ma Foi Group



**Gayathri Sriram**

Managing Director,  
Ucal Auto & Ucal  
Products Pvt Ltd.



**Thangam Meganathan**

Chairperson,  
Rajalakshmi Educational Trust



**Sushila Ravindranath**

Consulting Editor,  
The Financial Express



**Rajani Seshadri**

Executive Coach & Advisor

## Organizations Benchmarked



## CII IN 2013 LAUNCHED THE INDIAN WOMEN NETWORK (IWN) – AN EXCLUSIVE PLATFORM FOR CAREER WOMEN

The logo of the Indian Women Network quite distinctively represents the image of a woman. Her arms reaching upward forms the shape of the letter 'V'. This image represents her quest for growth, upward mobility and the determination to cross frontiers. The shadows behind stand for the fact that she is not alone in this quest but part of a community & a network of like-minded women.

The colour Maroon often favoured by women is a colour that stands for power & a strong will. Creative cells which are often referred to as Grey Matter was the reason behind this shade being chosen to colour the background.



*"Let's come together, build together & achieve together for tomorrow's India. IWN will reach out to engage & empower women through various initiatives to augment knowledge, skills & equal opportunity to enhance inclusive growth & economic parity for sustainable development of the country."*

– **Suchitra K Ella**

*"Today, 30% of workforce in organizations comprises women but they still don't have an appropriate forum to discuss issues that are relevant to them. Through Indian Women Network, we hope to provide a platform for women to discuss issues and opportunities at work places and learn from each other's experiences. We hope that in time to come IWN will become the voice of Indian women"*

– **G V Sanjay Reddy**

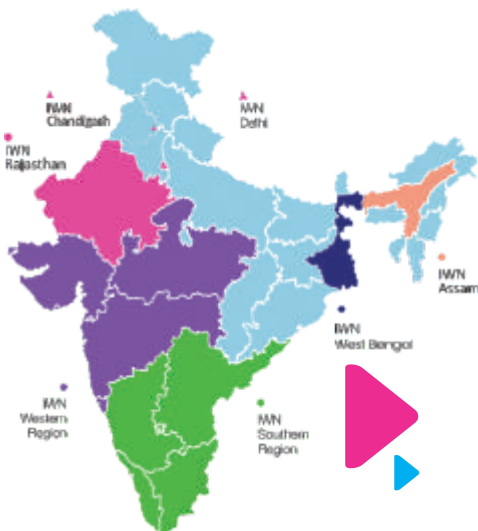
### IWN stakeholders include:

- Women in Industry
- Women Entrepreneurs & Women in Family Businesses
- Women Independent Professionals
- Women Students & Faculty in Higher Education Institutions

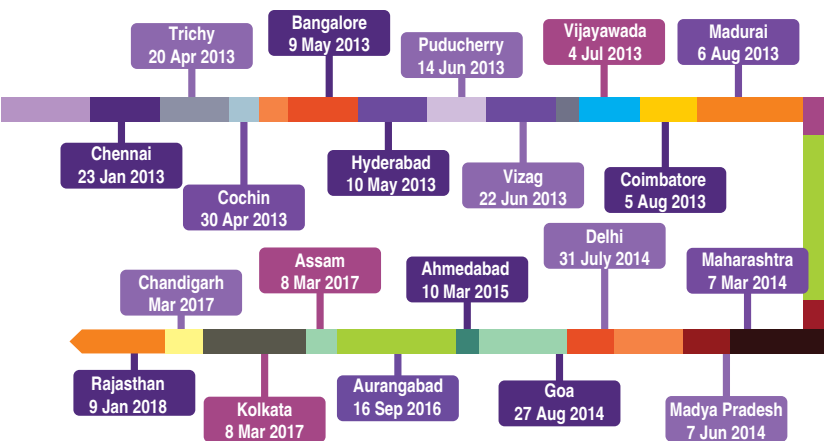
On the whole, IWN is a platform that provides learning, knowledge enhancement and networking opportunities. It is an environment of likeminded career women to share experiences, provide solutions & overcome challenges.

IWN is currently present  
in 14 States,  
1 Union Territory & 5  
Zones nationally

- North**
  - Delhi
  - Chandigarh
  - Rajasthan
- North East**
  - Assam
- East**
  - West Bengal
- West**
  - Goa
  - Gujarat
  - Madhya Pradesh
  - Maharashtra
  - Aurangabad Zone
  - Pune Zone
  - Kolhapur Zone
- South**
  - Andhra Pradesh
  - Karnataka
  - Kerala
  - Puducherry
  - Tamil Nadu
  - Telangana
  - Coimbatore Zone
  - Salem Zone



## IWN MILESTONES - LAUNCHES



## Taskforces of IWN

To deliver value- added services to members and to engage members effectively, IWN's activities and initiatives are executed through its 3 task forces namely **Learning & Development**, **Health & Well-being** and **Policy & Advocacy**.

**Learning and Development** initiatives of IWN aim at capacity building and are designed on new knowledge, enhancing skills, competencies and abilities. Customized initiatives and activities are organised on themes focussing on various facets to promote learning and development for the growth of career women in corporates, women entrepreneurs and women in educational institutions. These in turn promote individual performance, thereby leading to both personal and professional growth.

## Partners

Western Region



Total Number of Activities **446**

Total Number of Participants **35,012**

IWN believes that focusing on a woman's health & wellbeing is extremely important for her to sustain her professional career. Further, healthy women will ensure healthy families, healthy communities and healthy nations. Towards this, IWN's **Health & Well-being** initiatives focus on improving women's health by raising awareness on health issues impacting women, to encourage women to consider the importance of their own health, identify risk and respond to these accordingly.

## Partners



### Southern Region

Health & Well-being Partners



### Western Region

Wellness Partners



Healthcare Partner

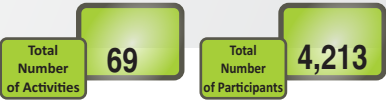
### Delhi State



Wellness Partner

IWN's **Policy & Advocacy** initiatives focus on helping women sustain in the workplace. Towards this, workshops on Prevention of Sexual Harassment Act at Workplace (Prohibitions & Redressal) Act (POSH) 2013 and Internal Committee (IC) are organized with an objective to help organizations understand the provisions and requirements under the Act as well as improve knowledge skills for handling issues within the organization.

## POSH & IC Knowledge Partners



Shardul Amarchand Mangaldas

IWN also engages with the Government to submit **Policy Inputs** on various legislations concerning women in the workforce such as the Maternity Bill 2016; Draft National Policy for Women 2016; Recommendations to ensure a safe and secure, women-friendly city; Recommendations for Creche Rules under the Amended Maternity Act 2017 and other policies.

Further, we have also prepared the **Equal Opportunity Pledge** for adoption by Industry. The pledge is aimed at encouraging members to be more inclusive and provide equal opportunities to women at workplace.





**Governance Programme for Independent Directors:**

IWN in association with the Indian School of Business as the Knowledge Partner organized 'Governance Programme for Independent Directors'. The executive development programme enabled to equip the participants with the skills needed to be an effective board member, and provided an in-depth understanding about board responsibilities, structures and strategies.



**Recognition of Women Unsung Heroes:**

To showcase women achievers who have broken all barriers and made an impact in their respective fields for themselves and their communities and to highlight their achievements so that these women role models can inspire future generations, IWN has recognized several Women Unsung Heroes from different walks of life.



**IWN Communications**



Women Safety Sessions

IWN in association with the Mahindra SSG (Special Services Group) organized Special Sessions on ‘Women Safety’ at Bangalore, Chennai, Cochin, Hyderabad, Pondicherry and Vizag. The sessions focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment and self defence training. A 'Woman Safety Handbook' was launched.



First edition of the CII IWN Gender Parity Awards & Conference on Bringing Parity at the Workplace

A significant agenda of IWN has been to promote Gender Parity at the workplace towards which it organized the first edition of the CII IWN Gender Parity Awards & Conference on Bringing Parity at the Workplace in association with The Hindu Business Line. The initiative was organized with the aim of recognizing companies and educational institutions having best practices in the area of Gender Parity. It enabled IWN to recognize best practices in Gender Parity in the Manufacturing, Service and Educational sectors.



Gender Parity Partners- IWN Southern Region 2017-18

Premium Partner  
Manufacturing Sector



Premium Partner  
Educational Sector



Knowledge Partner  
McKinsey & Company



**IWN National Partner**  
**2018-19**

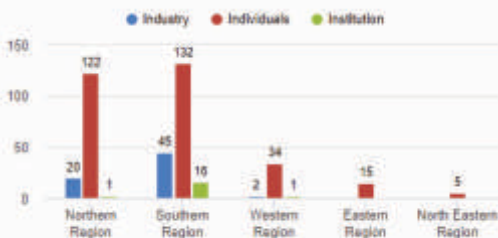


**Comfort Partner**  
**IWN Southern Region 2017-18**



### **IWN Membership :**

IWN continually conducts several roadshows and membership drives across the country to reach out to women to present to them on the benefits and services offered by this unique networking platform.



### **About CII**

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, playing a proactive role in India's development process. Founded in 1895, India's premier business association has over 8,500 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 200,000 enterprises from around 265 national and regional sectoral industry bodies.

CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, healthcare, education, livelihood, diversity management, skill development, empowerment of women, and water, to name a few.

As a developmental institution working towards India's overall growth with a special focus on India@75 in 2022, the CII theme for 2017-18, India@75: Inclusive. Ahead. Responsible emphasizes Industry's role in partnering Government to accelerate India's growth and development. The focus will be on key enablers such as job creation; skill development and training; affirmative action; women parity; new models of development; sustainability; corporate social responsibility, governance and transparency.

With 67 offices, including 9 Centres of Excellence, in India, and 11 overseas offices in Australia, Bahrain, China, Egypt, France, Germany, Iran, Singapore, South Africa, UK, and USA, as well as institutional partnerships with 355 counterpart organizations in 126 countries, CII serves as a reference point for Indian industry and the international business community.

### **Confederation of Indian Industry**

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