



National Conclave on Women Empowerment

ENABLE: Strengthening Ecosystems to Engage Women at Scale

15th March, 2019 | Shangri-La's - Eros Hotel, New Delhi

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. In this role, it is natural for CII to promote inclusion of women in the labour force, which is the only sustainable way to achieve economic growth.

A CII Discussion paper on the declining female labour force participation in India revealed that the sectors with the highest participation of women are manufacturing sectors such as transport, storage and communications and services like wellness, healthcare and tourism including hotel and restaurant industry. A majority of the rural workforce is employed in agriculture and allied activities, with about 75% of rural women engaged in the sector.

The National Conclave on Women Empowerment looks at exploring these sectors and the innovations that need to be made to ensure engagement of women, while reducing drudgery and increasing economic returns. Inclusion of women is not just a goal, but also a means to achieve many of the Development Goals as identified by the UN. In the recent 'Power of Parity in Asia' report brought out by McKinsey, it is presented that through advancing women's equality within the country, India has one of the largest relative GDP opportunities within Asia, which could achieve an 18% increase over business-as-usual.

The National Conclave will bring together senior industry representatives, policy makers, CSR practitioners, media, civil society, academic and development agencies to discuss how all the stakeholders can work together to create an ecosystem which will facilitate women entering, staying and growing within the work force in large numbers.

Program Details

Venue – Ballroom

0900 Hrs	Registration
1000 – 1045 Hrs	Opening Session – Advancing Women’s Equality
Advancing women’s equality is not just the right thing to do, it is the smart thing to do. Additionally, inclusion of women is not just a goal but also a means to achieve many other goals. The session will establish the importance of women empowerment, the cost associated with gender inequality and the urgent need for all stakeholders to identify the path to engaging women in the workforce at scale.	
Opening Remarks	Rumjhum Chatterjee Chairperson, CII National Committee on Women Empowerment Group Managing Director and Head of Human Capital, Feedback Infra
Keynote Address	Shobana Kamineni Immediate Past President, CII Executive Vice Chairperson- Apollo Group
Presentation on key findings of “Power of Parity: Advancing women’s equality in Asia-Pacific with a focus on India, 2018” report	Anu Madgavkar Partner, McKinsey Global Institute
Keynote Address	Lalitha Kumaramangalam Former Chairperson, National Commission for Women, GOI Director, India Foundation
1045 – 1130 Hrs	Leading change to accelerate inclusion
Women’s participation in the labour force is an important driver of both economic growth and social development of a nation. Over the past two decades, India has enjoyed high economic growth and a rich demographic dividend. During this period, India also experienced a sizeable decline in fertility rates accompanied by a rapid expansion of education, a sharp decline in the education gap and increased labour market returns to education. However, amidst such growth parameters, India’s rising per capita income over the last fifteen-twenty years has been accompanied by a curious case of women opting not to work. The session hopes to bring out the inhibitors to women entering the workforce and the	

systemic changes that need to be introduced to enable women to become contributors to the development of the Country. This session hopes to identify levers and policy changes that could apply across all sectors.	
Moderated By:	Rumjhum Chatterjee Chairperson, CII National Committee on Women Empowerment Group Managing Director and Head of Human Capital, Feedback Infra
Presentation on Declining Female Labour Force Participation in India	Sharmila Kantha Principal Consultant, CII Author, CII Paper on Female Labour Force Participation
In conversation with Leaders	Kiran Karnik Former President, NASSCOM Arun Maira Former Member, Planning Commission of India Yamini Aiyar President and Chief Executive, Centre for Policy Research
1130 – 1145 Hrs	Networking Tea

11.45 – 12.45 Hrs	Increasing Women Labor force participation across sectors
It is proven that there is a potential increase in GDP forecasted if women participation in the labour force increases. Yet, what is required is a large-scale increase in engagement of women. The session looks at the traditional and non-traditional sectors that hold potential to engage women in large numbers, what these sectors are doing well and what they can do better and what partnerships can be forged to accelerate this inclusion	
Session Chair and Moderator	Bidisha Ganguly Chief Economist, Confederation of Indian Industry

Moderated Discussion	<p>B Thiagarajan Co- Chairman, CII National Committee on Agriculture Joint Managing Director, Blue Star Ltd</p> <p>Harpal Singh Chairman, Impact Projects Pvt. Ltd</p> <p>Ruchira Jaitly Director, Strategy and Nutrition DSM</p> <p>Kanika Tekriwal CEO JetSet Go</p> <p>Subir Chowdhury COO Operations, JCB India Ltd</p>
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1245 -13 30 Hrs	Demystifying Women Entrepreneurship	
<p>Women entrepreneurship is today being positioned as the magic wand to get women engaged in the workforce. Governments, ministries, corporates are all trying to encourage women to harness their inherent abilities to become entrepreneurs. The session will bring all the stakeholders together on stage to discuss how an ecosystem can be created to facilitate entrepreneurship. The session will bring to fore initiatives that are already being undertaken and conclude with a discussion on how these players can come together to take this forward. The proceedings of this session will be presented as a program design to the MS.ME ministry to inform their <i>Udyam Sakhi</i> initiative.</p>		
Session Chair and Moderator	<p>Kamna Aggarwalla Marketing Director, GDPA Fasteners</p>	
Moderated Discussion	<p>Shreekant Somany Chairman, CII National MSME Council, Chairman Managing Director of Somany Ceramics Limited.</p> <p>Chetna Gala Sinha Founder Mann Deshi Bank for women</p>	

	<p>Ranjana Das Regional Manager, OXFAM India</p> <p>Ushaben Vasava CII Foundation, Woman Exemplar & Leader at Nav Jagruti Federation, Gujarat</p>
1330 – 1415 Hrs	Networking lunch
1415 – 1515 Hrs	Enabling Corporate India towards being more inclusive
<p>Inclusion is a value that is adopted by a business. What does this mean in terms of leadership, HR policies, Communication and other actions that the business undertakes. The objective of this session is to bring to fore examples, tools and cover the entire spectrum from the obvious to the subconscious that enables women to enter, stay and grow within corporate India.</p>	
Session Chair and Moderator	<p>Pallavi Tyagi Asia Pacific Talent Acquisition and Vibrancy Leader, DuPont</p>
Moderated Discussion	<p>Jagvinder Mann Senior Portfolio Manager, Microsoft</p> <p>Aashish Kasad Partner, Tax & Regulatory Services, India Region Diversity & Inclusiveness Leader , India Region Tax Leader - Chemicals sector, Ernst & Young LLP</p> <p>Neha Kharde Vice President, Group HR (Group corporate office, GMC & Diversity), Mahindra & Mahindra Limited, Mumbai</p> <p>Ruma Rao DGM- Diversity and Inclusion, Tata Group</p>

1515 – 1615 Hrs	Does Safety equal empowerment: A discussion on Safe Cities
<p>The key to building an inclusive society requires that no group feels left out, unable to participate in social and economic activities and unsafe. This session will focus on safety within the workspace and outside as an enabler for women participation in the workforce.</p>	
Session Chair and Moderator	<p>Kaverie Bamzai Independent Journalist, Former Editor India Today</p>
Moderated Discussion	<p>Nuzhat Hassan Spl Commissioner Police, Women Safety SPUWAC & SPUNER</p> <p>Monica Kumar Director, Manas foundation</p> <p>Radhika Bharatram Joint Vice Chairperson, Shri Ram Schools</p> <p>Anindita Mookerjee Sinha Head, Corporate Communication with L&T Metro Rail Hyderabad</p> <p>Subash Balar Vice President, Personal Wash, ITC Vivel</p> <p>Dulari Khatoon CII Foundation Woman Exemplar & Gender violence worker with Swayam (West Bengal)</p>
1615 Hrs	Closing Remarks: Rumjhum Chatterjee