



Global Compact
Network India

Gender Equality Summit 2018

“Gender Equality: A Key Differentiator for Sustainable Growth”



9th March 2018

The LaLit, New Delhi-110001

Best Innovative Practices Awards 2018 on Women at Workplace

Gender Equality is imperative for sustenance and growth of businesses in India. India has emerged as a hub for strategic discussions relating to social, economic and other issues across the globe. A key component of Gender Equality is fair and equal employment for both men and women having access to equal opportunities and recognitions as a way towards ensuring an inclusive, diverse and efficient environment at the workplace.

UN Global Compact Network India (UN GCNI) is providing a unique platform to organizations across the country to showcase their Innovative work towards ensuring Gender Equality by empowering women at workplace and proactively promoting its strategies, policies, plans and activities. The UN GCNI's **1st Gender Equality Summit (GES) on 9th March 2018** is a powerful platform to showcase best examples from organizations across Public and Private Sector Enterprises, Multinationals, MSMEs, NGOs, Entrepreneurs and B schools so as to lead the way towards Gender Equality recognition, which in turn will inspire others to proactively promote women empowerment at workplace in their respective spheres.

Objectives of the Award

- ♀ To capture and acknowledge holistic practices at the workplace which lead to the empowerment of women in terms of their growth, representation and participation.
- ♀ To understand how organizations can or have scaled such initiatives and what have been the positive impact/outcomes for the organizations.

The Theme of Competition

As part of the Competition, organizations across India including Public and Private Sector Enterprises, Multinationals, MSMEs, NGOs, Entrepreneurs and B Schools are invited to submit case studies showcasing their efforts and initiatives to ensure a positive workplace for women. For this purpose, organizations are required to submit relevant details of their practices with a focus on the following assessment parameters with supporting examples and material.



Assessment Parameters

- ♀ Enabling Environment for Women at Workplace
- ♀ Safety and Security
- ♀ Diversity within Organization
- ♀ Facilities for Women at Workplace
- ♀ Capacity Development and Mentoring for Women

Outcomes for Applicant Organizations

- ♀ Recognition by way of Award for Best Case Study on Gender-friendliness.
- ♀ Top 10 case studies will be recorded in the Compendium.
- ♀ The opportunity to showcase replicable practices for gender friendliness.
- ♀ Winning teams will be given Complementary Invitation for 1 delegate for **UN GCNI GES, 2018**.

Eligibility Criteria*

In order to apply for the Competition, participants have to mention clearly the category which applies to their organizations:

Non-Profit organization

- ♀ Indian NGOs
- ♀ International NGOs

*Mention the number of employees (up to 10) (10-25) (25-50) (50 and above)

Companies and Enterprises

- ♀ Startups up to ₹10 Crores turnover;
- ♀ Companies with ₹10-25 Crores turnover,
- ♀ Companies with ₹25- 50 Crores turnover,
- ♀ Companies with turnover above ₹50 Crores.

Guidelines for Application

- ♀ Each organization can send a maximum of the two entries.
- ♀ The organizations of the three winning case studies will be awarded at the **UN GCNI GES 2018**.
- ♀ Each of the three winners will be given fifteen minutes to present their case study to the Jury.
- ♀ The shortlisted and the winner organizations will be required to make their own travel and stay arrangements for presentation of their case studies.
- ♀ The decision of the Jury would be final and binding on the participating team.
- ♀ Entries after the deadline will be not considered for evaluation.

The Process of Application

- ♀ Interested organizations will submit their case studies along with any supporting material to UN GCNI by **22nd February 2018**.
- ♀ Each case study will be scored internally by a panel of experts on the basis of the assessment parameters and supporting material.
- ♀ The top 10 organizational case studies will be shortlisted and announced on **5th March 2018** by UN GCNI.
- ♀ The shortlisted organizations will be invited to present their case studies in front of the jury on **7th March 2018**.
- ♀ Top 3 organizations case studies will be awarded during the UN GCNI at the Inaugural Summit of GES on **9th March 2018** at The Lalit Hotel.

Note: Selected organizations will be informed accordingly.

Submission Guidelines

- ♀ The case study should not exceed more than 3000 words.
- ♀ The font size should be 10 and must be submitted in Times New Roman font.
- ♀ Any supporting documents must be clearly listed and attached in the annexure.
- ♀ The case studies (max. 2 per organisation) will be submitted by _____ <email id> to UN GCNI.

The Format and the Suggested Table of Content are Required to be as Follows:

☞ Name of Organization
☞ Contact details (name/ designation/ address/ email/ phone/mobile) of the contact person
☞ About the Organization
☞ Brief description of organizations work and theory of change(if any)
☞ Statement and organizational approach to gender equality in the context ofSDGs
☞ Description of internal processes, activities and efforts to ensure women empowerment based on the assessment parameters*
☞ Challenges and observations relating to ensuring gender equality by empowerment of women and future strategies (if any)
☞ Annexure

Note: Entries not conforming to the above format may not be considered for the Competition.

Assessment Parameters*

The assessment parameters have been carefully designed to reflect details about organizational practices which further the cause of gender equality through empowerment of women. These parameters will help you structure your responses and collate internal practices at the level of organizational policy and practice. Each parameter has pointers with scores assigned on the basis of their importance and have been designed to ensure that no organizational bias may take place. Kindly refer to the assessment parameters and pointers for support in preparing case studies:

1

Enabling Environment – This parameter looks at capturing whether the organization takes into account basic laws and regulations in its day-to-day operations and ensure a positive workplace environment for women.

Participants are requested to take into account their organizational policy and practice on POSH, Maternity Benefit Act, Workplace provisions for women, Grievance Redressal, promotion of Gender sensitivity.

2

Safety and security – The parameter looks at capturing how the organization addresses safety concerns of women, and proactivity in doing so.

Participants are requested to take into account their organizational policy and practice on Sexual Harassment at the Workplace, Transport and Travel Facilities, Work hours, Staff orientation on prevention of sexual harassment.

3

Diversity – This parameter looks at capturing the representation of women in the organization at various levels.

Participants are requested to take into account representation of women at different levels of decision making in the organization, minimum women representation requirements, policy and practice on employment of disabled or disadvantaged women, associations with women-run businesses/enterprises or other women-oriented organizations as part of the supply chain.



Facilities – This parameter looks at capturing to what extent an organization provides maternity related and other essential facilities?

*Participants are requested to take into account their organizational policy and practice on **Insurance Coverage, in-house support for childcare services, leave facilities (including types of leaves available).***



Capacity Development and Mentoring – This parameter looks at capturing the extent of support provided by the organization in supporting the growth of women in the organization as well bridging any existing gender gaps.

*Participants are requested to take into account their organizational policy and practice on **transition support to women in terms of i) Junior to Senior roles ii) Induction / mentoring (skill development, professional development etc).***

*Note: Any query regarding the above shall be entertained up to **25th February, 2018***

Participation Fee per Entry

UN GCNI Member	₹ 10,000	UN GCNI Non-Member	₹ 15,000
NGOs/MSMEs/Institutions	₹ 8,000		

Applicable GST @18% will be additional | Payment to be made by Demand Draft/ Cheque/ NEFT in favour of Global Compact Network, Payable at New Delhi (details available on request)

About the GES2018



UN GCNI's 1st **Gender Equality Summit** in India resonates the global commitment towards developing a strong India Roadmap towards Gender Equality. The Summit provides for a national platform to discuss our collective responsibility and exploring pathways towards gender inclusive outcomes. 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 an aggregated championing for gender equality. **The SDG 5 has specific targets which will form a key part of the summit's agenda. The theme of the Summit "Gender Equality – A key differentiator for sustainable development"**

Unique Features of GES 2018



To know more about GES 2018 visit: http://globalcompact.in/th_event/gender-equality-summit-2018/

For more details please contact



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