



# INCEPTION MEET

In pursuit of Gender Equality, Equity  
and Dignity for Women-led Development

**27-28 FEBRUARY 2023**  
**AURANGABAD**







# Introduction

The Women 20 (W20) is an official G20 engagement group established during the Turkish presidency in 2015. The objective is to ensure that the gender considerations are mainstreamed into G20 discussions and translate into the G20 Leaders Declaration as policies and commitments that foster gender equality and women's economic empowerment.

India, under the able leadership of Shri Narendra Modi has made huge strides in ensuring an enabling environment for women. W20 India will strive to take forward the Honourable Prime Minister's vision of India's G-20 presidency to be inclusive, ambitious, decisive, and action-oriented. India will strive to ensure that the G-20 acts as a global "prime mover" to envision new ideas and accelerate collective action over the next one year as laid out by Honourable Prime Minister.

W20 India's vision is to create a world of equality & equity where every woman lives with dignity and the mission is to remove all barriers to women led development and ensure an enabling environment and ecosystem for women to thrive, transcend and transform their lives as well as others.

W20 goals are as follows:

- Inclusive consultations and action leading to a Powerful and impactful Communique
- Feed W20 recommendations into the G20 consultations and negotiations
- Influence and feed into the G20 Leaders' Declaration and G20 Communique
- Establish a stronger W20 global and national network
- Ensure continuity of W20 agenda

W20 in India's G20 Presidency will focus on five priority areas-

- Grassroots women Leadership
- Women Entrepreneurship
- Bridging the Gender Digital Divide
- Women & Girls as change makers in Climate Change
- Creating Pathways through Education & Skill Development

**W20 has a 4C strategy- Collaborate, Cooperate, Communicate and build consensus and Call to Action** to achieve its mission and goals. We will include, involve and engage with various stakeholders concerned with women's issues.

Policy advocacy: The emphasis of W20 will be to influence the G20 Leaders' Declaration and G20 Communiqué and take steps to build consensus for active engagement with women entrepreneurs, and commitments to policies that will advance gender equality

W20 has been conducting series of meetings and events in various states to discuss and deliberate on W20 priority issues. Since, the handover of the Presidency from W20 Indonesia, W20 India has held more than 40 events across 10 states in India reaching out to thousands of women and girls. As a universal call to action for all stakeholders, including in business, government, women and civil society, the W20 Agenda articulates priorities for joint efforts, so that all women including women from marginalized sections, can share the benefits of economic growth and development, with no one left behind.

W20 will bring out various knowledge products- white papers, policy briefs, video documentaries, opinion pieces, handbook and communicate with the purpose of influencing G20 nations and leaders to make women's agenda at the core of G20 deliberations.

Dr. Sandhya Purecha leads the W20 engagement group as Chair along with eminent women as India delegates/participants- Dr. Jyoti Kiran Shukla, Prof Shamika Ravi, Ms. Bharati Ghosh, Raveena Tandon, Bansuri Swaraj and Dharitri Patnaik as the Chief Coordinator of the W20 Secretariat and AMUL as the institutional partner.



# INCEPTION MEETING AGENDA

Day 1: Monday, 27<sup>th</sup> February 2023

9.30 AM - 11.00 AM: Opening Ceremony

Time	Programme	Location
9.30 AM - 9.40 AM	Welcome Address by Dr. Sandhya Purecha, Chair W20	Sita Hall, ITC Rama
9.40 AM - 9.50 AM	Address by Dr. Gulden Turktan, Founder Chair of W20	
9.50 AM - 10.10	Address by Shri. Amitabh Kant, Sherpa G20	
10.10 AM -10.30 AM	Special Address by Dr. Bhagwat Kishanrao Karad, MoS Finance, Government of India	
10.30 AM -10.50 AM	Keynote Address by Smt. Smriti Zubin Irani, Hon'ble Minister for Women & Child Development, Government of India	
10.50 AM-11.00 AM	<b>Vote of Thanks by Smt. Dharitri Patnaik,</b> Chief Coordinator W20 Secretariat	

## Session I: Empowering Women in Nano, Micro, & Startup Enterprises

Time		Location
<b>11:30AM -12:30AM</b>	<b>Panel Discussion</b>	Sita Hall, ITC Rama
5 minutes for the Launch,	Launch of iWN365, a Women Startup Initiative by iCreate	
10 minutes for Introductory Address,	Introductory Address: Mr. Jayen Mehta Managing Director, Gujarat Cooperative Milk Marketing Federation (GCMMF), India	
25 minutes for Panel Moderation, Discussion	Panel Moderation by W20 Task Force Co-chair Ms. Andrea Grobocopatel, Economist & President of FLOR Foundation and Resilencia SGR, Argentina	
20 minutes for Open House / Questions and Answers.	<b>Panelists:</b> <ul style="list-style-type: none"> <li>• Ms. Virginia Littlejohn, Founder Quantum Leaps, USA, W20 Delegate (recorded message)</li> <li>• Ms. Jahnabi Phookan, Director JTI Group, India</li> <li>• Dr. Sevim Zehra Kaya, Deputy Chair, KADEM, Turkey</li> <li>• Ms. Natasha Majumdar, Amfori Network Representative India</li> <li>• Ms. Satoko Kono, President ARUN LLC, Japan, W20 Delegate</li> </ul>	

## Session II

### Role of Women as Changemakers in Climate Resilience Action

Time	Programme	Location
12.30 PM - 1.30 PM	Panel Discussion	Sita Hall, ITC Rama
40 minutes for Panel Discussion  20 minutes for Open House / Questions & Answers	<p>Moderation by Chair W20 Task Force on Climate Change – Ms. Martina Rogato, Founder Environmental Social Governance (ESG) Boutique, Italy</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Ms. Angela Joo-Hyun Kang, Founder &amp; Executive President- Global Competitiveness Empowerment Forums, South Korea, Co-Chair of W20 Task Force on Climate Change</li> <li>• Ms. Samantha Jane Hung, Chief of Gender Equality Thematic Group, Asian Development Bank</li> <li>• Ms. Natasha Zarine, Co-founder and Managing Director of EcoSattva Environmental Solutions, India</li> <li>• Ms. Elena Myakotnikova, Advisor to CEO, SIBUR, Russia, W20 Delegate</li> <li>• Ms. Prachi Shevgaonkar, Young Climate Changemaker &amp; Advisor Climate Leadership Coalition, India</li> </ul>	
1.30 PM - 2.30 PM	LUNCH	



## Session III

### Creating an Enabling Ecosystem for Women Leaders at the Grassroots

Time	Programme	Location
2.30 PM - 3.30 PM	Panel Discussion	Sita Hall, ITC Rama
40 minutes for Panel Discussion	<p>Moderation by W20 Task Force Chair – Dr. Farahdibha Tenrilemba,</p> <p>Co-Chair- W20 Task Force on Grassroots Leadership, Academician &amp; Social Entrepreneur, Indonesia</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Prof. Shamika Ravi, Member Economic Advisory Council to Prime Minister, Government of India, W20 Delegate</li> <li>• Ms. Bharati Ghosh, Former Indian Police Service, former UN and grassroots political leader, India, W20 Delegate &amp; Chair, Task Force on Grassroots Leadership</li> <li>• Ms. Sudhaben Sureshbhai Patel, Vice-Chairperson, Valsad District Cooperative Milk Producers Union Limited-Vasudhara Dairy, Valsad, India</li> <li>• Ms. Farah Arabe, Co-President of Harvard Kennedy School's Women Network &amp; Founder of itotheN</li> <li>• Ms. Sibulele Poswayo, Gender Specialist, Border Rural Committee, South Africa, W20 Delegate</li> <li>• Ms. Rimjhim Guar, Social Entrepreneur, Founder &amp; CEO, GRAMYA</li> </ul>	
20 minutes for Open House / Questions & Answers		

## Session IV

### Improving Access through Infrastructure & Skill to bridge the Gender Digital Divide

Time	Programme	Location
3.30 PM - 4.30 PM	Panel Discussion	Sita Hall, ITC Rama
10 mins for Introductory Remarks  35 minutes for Panel Discussion  15 minutes for Open House / Questions & Answers	<p>Introductory Remarks by Shri. Nagaraj Naidu, Co-Chair, Development Working Group G20 Moderation by W20 Task Force Chair- Ms. Dharitri Patnaik, Chairperson Diversified Energy Solutions Pvt Ltd &amp; Humara Bachpan Trust, India</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Ms. Gabriela Ramos, Assistant Director General, UNESCO (Recorded message)</li> <li>• Ms. Juliane Rosin, Head of Division for International Affairs at the National Council of German Women's Organizations (DF), Germany, W20 Delegate</li> <li>• Ms. Giovanna Avellis, Chair, Italian Research Staff Association, Italy, W20 Delegate</li> <li>• Ms. Nidhi Gupta, Program Head, i3 Access – Community of Practice on Financial Health and Resilience</li> <li>• Ms. Cheryl Miller Van Dÿck. Founding Director of the Digital Leadership Institute, European Union, W20 European Union</li> <li>• Ms. Tamara Dancheva, Senior International Relations Manager at Groupe Speciale Mobile Association (GSMA) &amp; Co-Chair W20 Task Force on Bridging the Gender Digital Divide (Recorded message)</li> </ul>	



## Session V

### Creating Pathways for Women through Education & Skilling

Time	Programme	Location
4.30 PM - 5.30 PM	Panel Discussion	Sita Hall, ITC Rama
10 minutes for Introductory Address	Introductory Address: Prof. Shamika Ravi, Member Economic Advisory Council to Prime Minister, Government of India	
30 minutes for Panel Discussion  20 minutes for Open House / Questions & Answers	<p>Moderation by W20 Task Force Chair: Ms. Cheryl Miller Van Dÿck, Founding Director of the Digital Leadership Institute, European Union</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Dr. Sandhya Purecha, Chair W20, Chairperson Sangeet Natak Academi, Author, Educationist</li> <li>• Dr. Rajita Kulkarni, Author &amp; President Sri Sri University</li> <li>• Dr. Gayathri Vasudevan, Co-founder &amp; CEO, LabourNet</li> <li>• Dr. Linda Laura Sabbadini, Chair W20, 2021, Director of the Department of Methods and New Technologies of National Statistical Institute</li> <li>• Ms. Ksenia Shevtsova, Head of International Partnerships Office, HSE University, Russia. W20 Russia Delegate</li> </ul>	
5.30 PM - 6.00 PM	Tea	

### Special Session: Women-led Development in India

Time	Programme	Location
6.30 PM - 7.30 PM	Special Session: Women-led Development in India (TBC)	
	<ul style="list-style-type: none"> <li>• Welcome Address by Dr. Sandhya Purecha , Chair, W20 India</li> <li>• Address by Ms. Uli Silalahi, Chair of W20 Indonesia 2022</li> <li>• Address by District Magistrate, Mr. Astik Kumar Pandey, IAS</li> <li>• Concluding Remarks by Ms. Raveena Tandon</li> </ul>	
8 PM Onwards	WECLOME DINNER	Sun Lawns, Taj Vivanta

## Day 2 Tuesday, 28<sup>th</sup> February 2023

Time	Programme	Location
6.00 AM - 8.00 AM	Aurangabad Heritage Tour by Aurangabad Smart City Development Corporation	
9.30 AM - 10.30 AM	<p>Special Session: Breaking the Barriers: Stories of Unconventional Women</p> <ul style="list-style-type: none"> <li>• Dr. Sonal Mansingh, MP, Rajya Sabha</li> </ul> <p>Women in Indian Navy</p> <ul style="list-style-type: none"> <li>• Surgeon Commander Shazia Khan</li> <li>• Lt Commander Swati Bhandari</li> <li>• Lt Commander Tavishi Singh</li> <li>• Lt Cdr Disha Amrith</li> <li>• Mrs. Deepa Bhat Nair</li> <li>• Zubedia Bibi, Entrepreneur, Jammu &amp; Kashmir Rural Livelihoods Mission</li> <li>• Mrs. Pritika Chatterjee, Savera Engineering, Aurangabad</li> </ul>	Sita Hall, ITC Rama

### Session VI

#### Enablers for Women-led Development: Policy & Legal Frameworks

Time		Location
10:30 AM - 11:30 AM	<b>Panel Discussion</b>	Sita Hall, ITC Rama
<p>40 minutes for Panel Moderation,</p> <p>20 minutes for Open House / Questions &amp; Answers</p>	<p>Panel Moderation by Ms. Michelle Silverthorn, Founder Discussionand CEO of Inclusion Nation, USA</p> <p>Panellists:</p> <p>Ms. Susan Jane Ferguson, Country Representative, UN Women India</p> <ul style="list-style-type: none"> <li>• Ms. Bansuri Swaraj, Advocate, Supreme Court of India</li> <li>• Prof. Narnia Bohler, Advocate &amp; Academician, South Africa</li> <li>• Ms. Katharina Miller, Founder of MIK Law Firm &amp; Former President of European Women Lawyers' Association, Spain</li> </ul>	



Time	Program	Participants	Location
11.30 AM - 12.00 PM	Task Force Meeting	Respective Task Force Members	Designated Rooms
12.00 PM - 1.30 PM	Delegates only Meeting	40	Sita Hall, ITC Rama
1.30 PM - 3.00 PM	Lunch		ITC Rama
3.00 PM - 6.30 PM	Excursion: Visit to Ellora Caves		
7 PM Onwards	Cultural Programme & Gala Dinner	Ellora Visitors' Centre	

# OPENING CEREMONY

In pursuit of gender equality, equity and dignity for women-led development

Monday 27th Feb | 9.30 a.m. to 11.00 a.m.



## **Dr. Sandhya Purecha, Chair W20**

Dr. Sandhya Purecha, Sangeet Natak Akademi Awardee is a renowned Performing Academician, Bharatanatyam Guru, Performing Artist, Innovator-Choreographer, Prolific Writer and an Avowed Scholar. She is the Founder-Principal of the pioneering Bharata College of Fine Arts & Culture and Artistic Director of Kala Paricchaya, Mumbai. She has authored seven research-based books on dance. She has toured nationally and internationally with her pioneering research-based productions on diverse themes and texts. An authority on classical dance and Sanskrit, she is affiliated to several universities offering her expertise as an Expert Advisor on the Academic Council and Board of Studies. She is the recipient of several coveted National awards. At present Dr. Purecha is the Chairperson for Sangeet Natak Akademi & Chair W20 India.

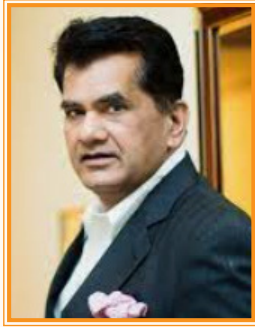


## **Dr. Gulden Turkcan, Founder Chair of W20**

Dr. Turkcan, appointed in 2015 as the Founding Chair of the W20 – Women 20, the outreach group of G20 as a platform to enhance the women's status and participation in the respective economies of the G20 countries. This year, in 2022, she has been appointed as the Rual women Co-Chair of the W20 under the presidency of W20 Indonesia. She is now a member of the Presidential Council of KAGIDER. In KAGIDER, she undertook the leadership to promote establishment of W20 and she was appointed as the founding President of the W20, the women outreach group of the G20 that supports gender-inclusive business and economic growth for all G20 countries. he was behind a very successful program known as FEM – an equal opportunity program at the workplace. She works as consultant and mentor for various small to large companies establishing steps for their progress and development. She has been elected to be the President of the Board of International Women's' Forum in Turkey in 2019 and now she is serving her second term as the president.

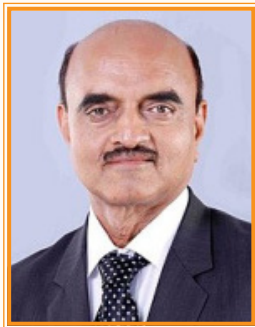


### **Shri Amitabh Kant, Sherpa G20**



Amitabh Kant is a member of the Indian Administrative Service, IAS. He is presently G20 Sherpa of India during its Presidency year. He was CEO, NITI Aayog (National Institution for Transforming India)- the Govt of India's premier policy Think Tank & prior to that Secretary, Department of Industrial Policy & Promotion. He is the author of "Branding India – An Incredible Story" , Incredible India 2.0 and has edited The Path Ahead "Transformative Ideas for India" and has been a key driver of "Make in India", Startup India, "Incredible India" and "God's Own Country" initiatives which positioned and branded India and Kerala State as leading manufacturing tourism destinations. These campaigns have won several international awards and embraced a host of activities – infrastructure development, product enhancement, private-public partnership and positioning and branding.. He has worked as Secretary, Tourism, Kerala, Joint Secretary, , Govt of India, District Collector, Kozhikode & CEO, Delhi- Mumbai Industrial Corridor.

### **Dr. Bhagwat Kishanrao Karad, MoS Finance, Government of India**



Dr. Bhagwat Kishanrao Karad is Union Minister of State for Finance, Govt. Of India, a Retired Pediatric Surgeon, Member of Parliament, Rajya Sabha, Maharashtra. Dr. Karad is also a Social Worker and has organised several surgical camps for children; free seed distribution to poor farmers belonging to Aurangabad district; provided food, sanitizer and transport to migrant workers during COVID 19 pandemic condition. Dr.Karad has also served as Deputy Mayor and Mayor of Aurangabad. Apart from this he served as a Director of Rural Electrification Corporation, Government of India.

### **Smt. Smriti Zubin Irani**

#### **Hon'ble Minister for Women & Child Development, Government of India**



Smt. Smriti Zubin Irani is currently serving as the Union Minister for Women & Child Development and Minister for Minority Affairs. She has previously served as the Union Minister for Education. She is India's youngest Union Cabinet Minister in the Government and the first woman to hold office as Minister for Education and as Minister of Textiles. During her tenure as Education Minister, Mrs. Irani introduced various educational reforms to upscale India's capacities in the field of research, innovation and technology. She was instrumental in conceiving the New Education Policy of India and initiated several large scale projects including India's first MOOC platform SWAYAM, the National Digital Library and a Global Network of Academicians called GIAN. She launched IM-PRINT to foster research, innovation and technology among students and academia. She successfully pursued Permanent Commission for Women in the Indian Army by facilitating legal aid to women officers. She is credited with launching of 'Saksham'- the first ever Vision Document released by any political party in India underlining policies, programs and implementation tools for the upliftment of the Differently-abled in India. Besides being an active social & political activist, Smt. Smriti Irani has had a successful career as a Media Professional for over two decades. During this period, she worked across different fields of media including creating content for news & entertainment Television networks, films and theatre projects in 4 Indian languages. She has also authored a book and contributed as a column writer to 2 national dailies.



**Smt. Dharitri Patnaik, Chief Coordinator W20 Secretariat**

Dharitri Patnaik has more than twenty seven years of experience working to empower some of the most vulnerable sections of the society, including women, children, and underprivileged people of India. Dharitri has worked on a variety of issues and across various sectors in the areas of international development, poverty alleviation, social reform, women & child development – both from a policy and advocacy perspective as well as developing and managing on the ground operational initiatives. In 2014 she founded Humara Bachpan Trust (an international Award winning organisation) - which works with people living in poverty. In 2017 March she launched an initiative called SAMBHAVI- Women's empowerment with enterprise and employability. Since its initiation, more than 50,000 women working in informal sector have been trained in life skills. Dharitri is also the Chairperson of Diversified Energy Solutions Pvt Ltd & Jivada Ventures Pvt Ltd. Dharitri has a Masters in Social work from Tata Institute of Social Sciences, Mumbai and a Masters in Public Administration from Harvard University, USA.

# SESSION I

## Empowering Women in Nano, Micro, & Startup Enterprises

Monday 27th Feb | 11.30 a.m. to 12.30 p.m

### Background:

Women represent forty percent of early-stage entrepreneurs active in the world today. They make up one in three high-growth entrepreneurs, and are one-third of entrepreneurs focused on national and international markets. Women in upper-middleincome countries are some of the most innovative, high-growth entrepreneurs in the world, and at parity with men regarding international market focus. As a result of the COVID-19 pandemic, women and men were equally less likely to start a business, but women faced sharper declines in startup rates in 2020. Women in upper-middleincome countries fared somewhat better, however, and their startup intentions and actual startup rates rose by 4% and 11%, respectively, from 2019 to 2021. Some common challenges faced by women entrepreneurs the world over are that fewer sectors are women friendly; women lack role models and social and institutional support to become entrepreneurs; they face poor funding prospects and lack of access to professional networks, sometimes lack of education, and limited industry knowledge; women feel pressure to stick to traditional gender roles, respect social constructs, and balance responsibilities for family and business; they may have limited mobility and are sometimes considered risk-averse or that the competition is great; they also may have concerns for safety.

### Session Objective:

As a key priority of W20 India, this session's objectives are as follows:

- Review the state of play regarding women entrepreneurs around the world
- Share best practices to increase the number of women entrepreneurs
  - Discuss policy recommendations to promote women-led entrepreneurship

### References:

1. <https://www.mdpi.com/2071-1050/14/7/4091>
2. Global Entrepreneurship Monitor 2021/22 Women's Entrepreneurship Report – From Crisis to Opportunity

## Introductory Address



**Mr. Jayen Mehta, Managing Director,  
Gujarat Cooperative Milk Marketing Federation (GCMMF), India**

Mr. Jayen Mehta is currently serving as Chief Operating Officer (COO) of GCMMF. Mr. Mehta joined Amul in 1991 and has served as the brand manager, group product manager and general manager of the company. He has also served as in-charge MD of Amul Dair before becoming the COO of the GCMMF. Mr. Mehta was the chief general manager (CGM) of GCMMF and has won several awards in marketing and leadership, including Marketer of the Year - FMCG Food issued by International Advertising Association's (IAA) India Chapter.

## Session Moderator



**Ms. Andrea Grobocopatel  
W20 Task Force Co-chair  
(Economist President of FLOR Foundation and Resilencia SGR, Argentina)**

Ms. Andrea Grobocopatel is an Argentine economist, chairwoman of the Foundation for Responsible Leadership and Organizations (FLOR foundation) and Resilencia SGR. She was a founding member of an Argentine agri-business company operating in Latin America. Ms. Andrea is also a speaker in corporate governance, family business, gender and diversity. She has participated in various national and international conferences, including parliamentary seminars and the world Economic Forum where she advocated for women's leadership and inclusion. Ms. Grobocopatel has received recognition from various publications including Women Who Rock and the International Finance Corporation where she was selected as one of 20 trailblazers in women's leadership.

## Panelist:



**Ms. Virginia Littlejohn  
Founder Quantum Leaps, USA, W20 Delegate**

Ms. Virginia Littlejohn is the founder of the women's entrepreneurship advocacy organization Quantum Leaps. Quantum Leaps writes research and policy recommendations and runs an incubation program for female entrepreneurs. She along with her team members develop and propose policy recommendations to support gender equality and women's economic empowerment. Ms. Littlejohn has also received dozens of US and international awards for her work.





**Ms. Jahnabi Phookan**  
**Director JTI Group, India**

Ms. Jahnabi Phookan She was conferred Doctorate of Letters (D.Litt) - Honoris Causa by Assam Downtown University in recognition of her outstanding work and contribution in ecotourism and women's causes. She is a member of the National Board at the Indian Institute of Entrepreneurship. Jahnabi is the Senior Advisor UNCTAD-Empretec Programme for India, under Empretec India Foundation. She is also the National Advisor, Northeast for the Delphic Council of India ( under the Aegis of International Delphic Council, Berlin, Germany). She was the 37th National President (2020-21) of FLO, the women's wing of FICCI (Federation of Indian Chambers of Commerce and Industry)



**Dr. Sevim Zehra Kaya**  
**Deputy Chair, KADEM, Turkey**

Dr. Zehra Kaya is Deputy Chair at KADEM Turkey. She advocates for Role of Women in the Development for women's empowerment and women's studies. Dr. Zehra has carried out voluntary activities in various non-governmental organizations, especially in the area of violation of rights.



**Natsha Majumdar**  
**amfori Network Representative India**

As amfori's Network Representative, India, Natasha has a rich background in the area of sustainability. Natasha worked with Bloomberg LP for 7 years, she was their South Asia Manager. In 2011-2012 she worked to build Bloomberg's sustainability database across Environmental, Social and Governance parameters. In 2013, she co-founded her own social compliance consultancy. Here she gained insights into on-the-ground working conditions. She is experienced in assessing compliance across health & safety, compensation & benefits, occupational hazards, fire safety, child labour and bonded labour, among many other key supply chain issues such as gender equality and women empowerment.



**Ms. Satoko Kono**  
**President ARUN LLC, Japan, W20 Delegate**

Ms. Satoko Kono currently serves as the president of ARUN, LLC. ARUN is Japan's first social investment platform for empowering people in developing countries and in Japan through social investment, business matching, knowledge and experience sharing, enabling motivated investors and entrepreneurs to connect and support each other. Satoko previously worked in Cambodia with NGOs and international aid agencies, including the Japan International Cooperation Agency (JICA) and the World Bank.

# SESSION II

## Role of Women as Changemakers in Climate Resilience Action

Monday 27th Feb | 12.30 p.m to 1.30 p.m.

### Background:

Climate change crisis coupled with gender inequality is a challenge and it poses threats to health, safety, livelihood for women and girls around the world. Climate disasters have been shown to increase gender-based violence. Around 21.5 million people are displaced each year globally because of climate-related issues, and children and women are 14 times more likely than men to die or be injured due to a natural disaster.<sup>3</sup> The changing weather patterns affect rural women's labour force participation in agriculture and their agricultural production. Women comprise 43% of the agricultural labor force in developing countries. Therefore, women are impacted by any strains on agricultural production in terms of managing household poverty and food scarcity.<sup>4</sup> During periods of drought and erratic rainfall, women, as primary procurers, work harder to secure food, water, and cooking fuel for their families. This puts added pressure on girls, who often have to drop out of school to help their mothers manage the increased burden.<sup>5</sup> Around the world, girls are the first to leave school to support their families and take on extra domestic chores created by new climate conditions. Girls are also less likely to re-enroll in school than boys. It has also been observed that women often have a strong body of knowledge and expertise that can be used in climate change mitigation, disaster reduction and adaptation strategies. Furthermore, women's responsibilities in households and communities, as stewards of natural and household resources, positions them well to contribute to livelihood strategies adapted to changing environmental realities. Hence it is high time we talk about impact of climate change and the linkages between women's empowerment & global climate action and encourage women to become Eco Change makers and bring the revolution change which is the need of the hour.

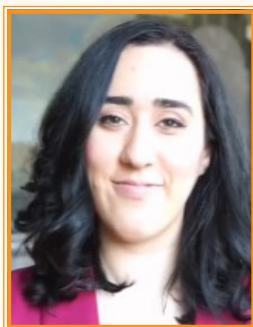
### Session Objective:

Strengthening women and adolescent girls' participation in ensuring environmental sustainability to elevate their role in decision-making into all areas of climate change action by mainstreaming gender in mitigation, technology adoption and capacity development and create Women Eco Change makers.

### References:

1. <http://www.indiaenvironmentportal.org.in/files/file/gender%20equality%20and%20climate%20change.pdf>
2. Internal Displacement Monitoring Centre. Seizing the momentum Displacement on the global climate change agenda. Internal Displacement Monitoring Centre. 2016. <http://internal-displacement.org/sites/default/files/publications/documents/20161102-climate-change.pdf>.
3. Habtezion, Senay. "Gender and disaster risk reduction." United Nations Development Programme.
4. Food and Agriculture Organization of the United Nations. The State of Food and Agriculture 2010-2011: Women in Agriculture Closing the Gender Gap for Development. Rome: FAO, 2011. <http://www.fao.org/docrep/013/i2050e/i2050e00.htm>.
5. Chigwanda, Ellen. A Framework for Building Resilience to Climate Change through Girls' Education Programming. Washington, DC: Brookings, 2016. <https://www.brookings.edu/wp-content/uploads/2016/12/global-20161202-climate-change.pdf>.

## Moderation:



**Ms. Martina Rogato,**  
**Chair W20 Task Force on Climate Change.**  
**Founder Environmental Social Governance (ESG) Boutique, Italy**

Ms. Martina is Chair of Climate Change Task force W-20 she comes with +12 years of experience in Sustainability and Diversity. She is a Women rights activist and Co-Founder at Young Women Network. Ms. Martina is a Tedx Speaker and was nominated among 100 women that are changing Italy with her social activism (Start-up Italia). She is also a contract Professor at LUMSA and 24ore Business School teaching on Sustainability and reporting.

## Panelist:



**Ms. Angela Joo-Hyun Kang**  
**Founder & Executive President**  
**Global Competitiveness Empowerment Forum (GCEF)**

Ms. Angela Joo-Hyun Kang is Co-Chair of W20 Task Force on Climate Change. She has more than 30 years of hybrid experiences in public, private, and nonprofit sectors and founded a policy research and advocacy institute, GCEF (Global Competitiveness Empowerment Forum) to advocate sustainability, business integrity, and women's empowerment of public, private, social, and women enterprises, based in Seoul, Republic of Korea (South Korea)



**Ms. Samantha Jane Hung**  
**Chief of Gender Equality Thematic Group, Asian Development Bank**

Samantha Hung is the Chief of Gender Equality Thematic Group at the Asian Development Bank where she provides leadership for advancing gender equality across all aspects of ADB operations and knowledge work. Samantha has over two decades of experience in gender equality at project, program and policy levels. Before joining ADB in 2009, she held various gender specialist roles, including for the New Zealand Agency for International Development, Pacific Islands Forum Secretariat, UNICEF, and UK Institute of Development Studies.



**Ms. Natasha Zarine, C-Founder & MD,  
Center for Applied Research and People's Engagement, Aurangabad, India**

Ms. Natasha Zarine is an experienced Co-Founder with a demonstrated history of working in the socio-environmental and climate sector as well as the waste management industry. She is skilled in Conceptualizing & Executing effective solutions to complex sociological & environmental changes, Nonprofit Organizations, Policy and Data Analysis. Ms. Natasha is also a strong entrepreneurship professional with a PGCP focused in Liberal Arts and Sciences, General Studies and Humanities and a PGD in Law, and UGD in Cognitive Psychology.



**Elena Myakotnikova  
CEO advisor, SIBUR & Russia, W20 Delegate**

Ms. Elena is the CEO advisor at SIBUR, Russia. She has total of 25+ years of professional experience of which 15+ years of leading companies. She is a Sustainability and climate change expert. Ms. Elena also has extensive experience in bringing about effective solutions to fight global warming and reducing greenhouse gas (GHG) emissions to mitigate climate change impact and propose adaptation solutions.



**Ms. Prachi Shevgaonkar  
Young Climate Changemaker & Advisor Climate Leadership Coalition**

Ms. Prachi Shevgaonkar is a young Climate Change Maker & Climate Entrepreneur, Communicator and the founder of Cool The Globe – An app and a movement for climate action. She has been mobilising global citizens to fight climate change through technology, innovation and grass-root action.



# SESSION III

## Creating an Enabling Ecosystem for Women Leaders at the Grassroots

Monday 27th Feb | 2.30 p.m to 3.30 p.m.

### Background:

Women leaders and their achievements are recognized around the world, but often this recognition focuses on women in high-profile political and industrial leadership. For many women—particularly those who are marginalized by mainstream opportunities and decisionmaking—change needs to occur at the community level in order to deliver a positive impact on their everyday lives. In this context, the question of women’s leadership within their own communities becomes critical. But what form does grassroots leadership by women take? How does it develop? And, what changes do women bring about at the grassroots level that can positively impact their peers, and the world? The connection between grassroots action led by women and sustainable development is a powerful one. Practices to promote wellbeing and economic development at the local level are shown to align with the Sustainable Development Goals. If properly implemented, therefore, policies and processes formulated at national and international levels can empower women at the grassroots to improve living conditions for their families and communities, and enable them to emerge as leaders. With this in mind, we as a society must pursue gender equality in leadership at the grassroots thus empowering all women and girls to contribute fully to sustainable development

### Session Objective:

Identify challenges and pathways to ensuring equal participation by girls and women in political and public leadership at the grassroots level, in order to achieve the Sustainable Development Goals.

### Session Moderator:



**Dr. Farahdibha Tenrilemba**  
Co-Chair- W20 Task Force on Grassroots Leadership,  
Academician & Social Entrepreneur, Indonesia

Ms. Farhadibha Tenrilemba is a W20 Delegate to G20. She is an experienced Leader with a demonstrated history of working in women empowerment issues, communication for development, social entrepreneurship, public health, rural women, International Relations, and civil society at Indonesia.

## Panelist:



**Prof Shamika Ravi**

**Member Economic Advisory Council to Prime Minister,  
Government of India, W20 Delegate**

Prof. Shamika Ravi is an economist with a keen interest in development challenges in India. Her research work focuses on health, education, financial inclusion, gender inequality and urbanization. Ms. Ravi was the former Member of Economic Advisory Council to the Prime Minister of India. She holds a PhD degree in Economics from New York University and is also visiting professor at two of India's leading Universities where she teaches courses in Managerial Economics (Game Theory) and Microfinance.



**Ms. Bharati Ghosh,**

**Former Indian Police Service, former UN and grassroots political leader,  
India, W20 Delegate & Chair, Task Force on Grassroots Leadership**

Ms. Bharti is Ex IPS, Ex Vice President, BJP West Bengal. Presently National Spokesperson of BJP & Member of National Executive Committee of BJP. She served the International Community under the auspices of the United Nations as a Commander of the Multi Brigade Force in Kosovo and also as Commander of Kosovo police. She has worked in almost all major continents as Policy and Planning Advisor in the different UN missions. Ms. Bharati holds a degree in International Marketing & Psycho Analytic theory from Harvard University, USA . She is also an Alumni of London School of Economics & Political Science and has received numerous Appreciation letters from United Nations Mission. She has also been honored with Chief Minister's Medal for Commendable Service.



**Sudhaben Sureshbhai Patel**

**Vice-Chairperson, Valsad District Cooperative  
Milk Producers Union Limited-Vasudhara Dairy, Valsad, India**

The VALSAD DISTRICT COOPERATIVE MILK PRODUCERS' UNION LIMITED has been registered in 1973 and initiated Dairy Development Activities on ANAND Pattern since 1975. Ms. Sudhaben is the Vice-Chairman of Vasundhara Dairy. She is instrumental in establishing and taking Vasundhara Dairy to great heights . Under her leadership they also won the RAJIV GANDHI NATIONAL QUALITY AWARD for the year 2007 under the laurel in "Food & Drug" category among the large Scale organisations of India.



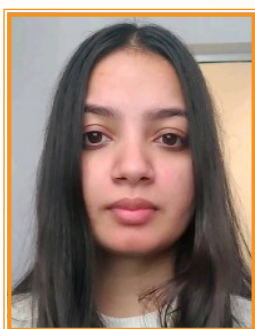
**Ms. Farah Arabe,**  
**Co-President of Harvard Kennedy School's Women Network**  
**& Founder of itotheN**

Ms. Farah Arabe is an international development and policy specialist with impactful contributions in economic policy research, strategy consulting and global development programs. She has more than 10 years of working experience internationally and leading cross-border efforts in the private, public and non-profit sectors. She is also the founder itotheN which is a New York-based, international development consulting firm focused exclusively on the early formation of the human mind and heart as catalyst of global change.



**Ms. Sibulele Poswayo**  
**Gender Specialist, Border Rural Committee,**  
**South Africa, W20 Delegate**

Sibulele is a seasoned Gender Specialist and Social Entrepreneur. She currently works as Resource Mobiliser at Border Rural Committee and is at the helm of the Inequality Movement. She is passionate about promoting gender mainstreaming and gender equality in all local governance and sustainable settlement work. She also leads South African civil society in United Nations' evaluation process of South Africa's compliance with the committee on the elimination of Discrimination Against Women. At BRC she leads a programme that seeks to support frontline gender based violence and femicide.



**Ms. Rimjhim Guar**  
**Grassroot Researcher, Founder & Director,**  
**Sapiens Research and Analysis & Founder & Director, GRAMYA**

Rimjhim is a firm believer of working right at the bottom of the pyramid while echoing the Honourable Prime Minister's vision in each village of Bharat. With this vision, she founded GRAMYA & Sapiens Research and Analysis which focus on taking a grassroots-driven approach while addressing socio-economic and cultural problem statements. The firm works on empowering villages first and hence, her methodology includes creating a diverse network (with fifty percent of female task-force) of grassroots surveyors in each Gram Panchayat to gather unbiased and candid local perspectives while building a trusted ecosystem of grassroots consultants. Currently, she has 7000+ grassroots consultants working with her across 5500+ Gram Panchayats of the country and aspires to build the largest network of rural consultants across the country. Rimjhim believes in placing the power right in the hands of female nurturers of the country. Abiding by this, she believes female influencers such as ASHA Workers and Anganwadi Workers and female leaders to be the most significant change makers of Bharat's social setup and works very closely with the cohort of such women influencers and female leaders to address issues like female health, digital and financial literacy and female entrepreneurship.

# SESSION IV

## Improving Access through Infrastructure & Skill to bridge the Gender Digital Divide

Monday 27th Feb | 3.30 p.m to 4.30 p.m.

### Background:

While Information Communication Technology (ICT) is recognized as having the potential to promote gender equality and women's empowerment, a digital gender divide—that takes the form of girls and women having less access to and making less meaningful use of ICTs—has been identified which risks exacerbating gender inequalities. The digital divide can be explained as the inequalities between the digital “haves” and “have-nots” in terms of access to and use of the internet and the ICTs. The gender digital divide specifically refers to the global phenomenon of women and girls' access and use of ICTs being less than that of men and boys. For example, women are twenty percent less likely than men to own a smart phone, and those they possess are less likely to support mobile internet use and more likely to have simpler features.<sup>3</sup> Women are also rarely the primary owners of a mobile device, and are more likely than men to share or borrow a mobile phone, often within a household or from a male family- member. Women also use digital services less often and less intensively, and they access the internet less frequently, as compared to their male counterparts. In addition, NFHS data indicates that a higher Percentage of urban women own mobile phones than rural women. All these disparities in ICT use risk limiting the ability of girls and women to take advantage of the opportunities offered by digital technologies, and to be full political, social and economic actors in the digital society.

### Session Objective:

To identify causes of and effective action to mitigate the Gender Digital Divide, in order to close the gap and foster increased uptake of digital technologies by women and girls at both the urban and grassroots levels.

### References:

1. GSMA Report Connected Women: The Mobile Gender Gap Report 2021
2. EQUALS, 2019
3. Web Foundation, 2015; Web Foundation, 2016; LIRNEasia, 2019; GSMA, 2020
4. USAID Report, 2020



## Introductory Remarks by



**Shri. Nagaraj Naidu**  
**Co-Chair, Development Working Group G20**

Nagaraj Kakanur Naidu is a senior career diplomat and is Joint Secretary in the G20 Secretariat. An Indian Foreign Service Officer of the 1998 batch, Mr. Naidu is a fluent Chinese speaker and has served in China in four separate stints. Prior to this in G20, he was the Chef de Cabinet to the President of the 76th Session of the United Nations General Assembly. Mr. Kakanur was also the Deputy Permanent Representative of India to the United Nations from January 2019 to 2021. He has also served as the Joint Secretary/Director General of the Economic Diplomacy Division in the Ministry of External Affairs from 2015 to 2017. During his term, the Economic Diplomacy Division of the MEA was given the “SKOCH Platinum First Prize for Smart Governance” in 2017. Mr. Naidu was also the National Coordinator for establishing the treaty-based body International Solar Alliance in India (which has General Assembly Observer status). Mr. Naidu has a Master’s in Law and Diplomacy from Fletcher School of Law & Diplomacy (Class of 2008).

## Session Moderator:



**Ms. Dharitri Patnaik**  
**W20 Task Force Chair,**  
**Chairperson Diversified Energy Solutions Pvt Ltd & Humara Bachpan Trust**

Dharitri Patnaik has more than twenty seven years of experience working to empower some of the most vulnerable sections of the society, including women, children, and underprivileged people of India. Dharitri has worked on a variety of issues and across various sectors in the areas of international development, poverty alleviation, social reform, women & child development – both from a policy and advocacy perspective as well as developing and managing on the ground operational initiatives. In 2014 she founded Humara Bachpan Trust (an international Award winning organisation) - which works with people living in poverty. In 2017 March she launched an initiative called SAMBHAVI- Women’s empowerment with enterprise and employability. Since its initiation, more than 50,000 women working in informal sector have been trained in life skills. Dharitri is also the Chairperson of Diversified Energy Solutions Pvt Ltd & Jivada Ventures Pvt Ltd. Dharitri has a Masters in Social work from Tata Institute of Social Sciences, Mumbai and a Masters in Public Administration from Harvard University, USA.

## Panelist:



**Ms. Gabriela Ramos,**  
**Assistant Director General, UNESCO (Recorded message)**

Ms. Gabriela Ramos is the Assistant Director-General for the Social and Human Sciences of UNESCO and her agenda includes the achievement of social inclusion and gender equality, advancing youth development; promotion of values through sports; anti-racism and anti discriminatory agenda and ethics of artificial intelligence. Prior to this position, Ms. Ramos served as the Chief of Staff and Sherpa to the G20/G7/APEC in the OECD, contributing to the global agenda as well as leading the OECD's New Approaches to Economic Challenges, Inclusive Growth Initiative, Gender Strategy and the work on well-being and children. In 2019, she launched the Business for Inclusive Growth (B4IG) platform, bringing together 40 major multinational companies committed to reducing inequalities. Her appointment at UNESCO allows her to continue supporting an agenda of inclusive growth, and the respect of human rights and human dignity.



**Ms. Juliane Rosin,**  
**Head of Division for International Affairs at the**  
**National Council of German Women's Organizations (DF),**  
**Germany, W20 Delegate**

Juliane Rosin is Head of Division for International Affairs at the National Council of German Women's Organizations (DF) and in this role leading the Women7 (W7) in 2022. Since 2018, she is working for DF focusing on women's dialogues of the G7/20, the United Nation's Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and gender equality in Europe. From 2016 to 2018, she led the Women20 (W20), a cooperation project of Deutscher Frauenrat and the Association of German Women Entrepreneurs



**Ms. Giovanna Avellis**  
**(Chair, Italian Research Staff Association, Italy)**

Ms. Giovanna Avellis is President of Italian Research Staff Association (ItalianRSA), the Italian branch of International Research Staff Associations (ICoRSA), where she plays the role of Vice-Chair. She is senior researcher in ICT at InnovaPuglia SpA, Italy, and has been Marie Curie Fellow at Imperial College, London, UK. She has been involved as project manager in several European projects and served the EU Commission as independent expert evaluator. Her current research interests are in Gender Equality and Mobile Software Engineering. Past President ITWIIN, she is member of MCAA (Marie Curie Alumni Association) where she founded a Gender Equality and Diversity Working Group, which she chaired last three years. Member of Donne&Scienza and CREIS, she is in the Advisory Board of the Italian CNR Observatory on Gender and Talents (GETA).



**Ms. Nidhi Gupta,  
Nidhi Gupta, Program Head, i3 Access –  
Community of Practice on Financial Health and Resilience**

Nidhi Gupta serves as the head for i3-Access, a global community of practice on financial health and well-being supported by UNCDF, and as a senior advisor to Access Development Services. Under i3 Access, Ms. Gupta has accumulated a wealth of practical experience in the digital and data economy with a specific focus on financial services in both commercial and development spaces for low-income and SME segments. Notably, Ms. Gupta's advisory work has emphasized working with digital and financial sector players to develop novel service offerings targeted at low and middle-income segments. This has entailed integrating financial services with education/skill development, digital marketplaces, and other initiatives. She has also worked with incumbents in the industry to shift toward an outcome-based approach for measuring socio-economic change that can contribute to ESG goals.



**Cheryl Miller Van Dÿck,  
Founding Director of the Digital Leadership Institute,  
European Union, W20 European Union**

Cheryl Miller is a recognised leader in grassroots action and global advocacy to close the gender digital divide and promote women's economic empowerment. Cheryl is the founder of Digital Leadership Institute, a Brussels-based international NGO recognized by the UN for its global leadership. Cheryl received the coveted "GLOMO" Global Mobile Industry Leader Award for her work promoting digital equity and women-led entrepreneurship around the world. In a 30-year career, Cheryl has held progressive leadership roles across Europe, the US, Japan, and Russia, in global trade, the automotive sector, ICT, and innovation and technology policy. She is currently serving as Education Chair for Women20 India, Digital Chair for the G20/W20 Women Entrepreneurship Act initiative.



**Ms. Tamara Dancheva,  
Senior International Relations Manager at  
Groupe Speciale Mobile Association (GSMA) & Co-Chair W20  
Task Force on Bridging the Gender Digital Divide (Virtual)**

Ms. Tamara Dancheva is currently holding the position of Senior International Relations Manager at GSMA. She is a dedicated advocate for digital gender equality with a proven track record in programme management, policy development and analysis, events management, and delivering innovative solutions to complex problems within tight deadlines. Ms. Tamara is also Capable of successfully developing cross-cultural partnerships, as well as analysing international political developments with an extensive background in inter-governmental processes and international stakeholders' relationship management.

# SESSION V

## Creating Pathways for Women through Education & Skilling

Monday 27th Feb | 4.30 a.m. to 5.30 a.m.

### Background:

Investing in women's education and skills development is one of the most urgent and effective means to drive progress on gender equality, poverty eradication, and inclusive economic growth.<sup>1</sup> Despite growing evidence of the positive outcomes of women's economic empowerment, women continue to experience unequal access to education and skills development and face barriers to securing decent employment and opportunities to thrive as entrepreneurs. Women's access to resources, including land and loans, may be restricted by discriminatory laws, for which they continue to shoulder an unequal share of unpaid care work.<sup>3</sup> Low skills perpetuate poverty and inequality particularly with respect to women. When done right, women skills development can reduce un- and underemployment, increase productivity, and improve standards of living. Helping women develop and update their skills makes economic sense. A university educated young woman is almost two times more likely to complete the labour market transition than a less-educated young woman. Yet, most countries continue to struggle in delivering on the promise of skills development. There are huge gaps in basic literacy and numeracy of skilled women and workingage populations. <sup>2</sup> The development of skills amongst women can contribute to structural transformation and economic growth by enhancing employability and labor productivity and helping countries to become more competitive. Hence it becomes imperative to educate and skill women so as to increase access of women to decent employment and entrepreneurial opportunities.

### Session Objective:

Encouraging and empowering women and girls through skill development and education in order to create pathways for them to take up available income generating opportunities and also create new entrepreneurial setups which in-turn will contribute to structural transformation and economic growth.

### References:

1. Unwomen.org
2. Unctad.org
3. Worldbank.org
4. pib.gov.in



## Introductory Address:



**Prof Shamika Ravi,**  
**Member Economic Advisory Council to Prime Minister, Government of India**

Prof. Shamika Ravi is an economist with a keen interest in development challenges in India. Her research work focuses on health, education, financial inclusion, gender inequality and urbanization. Ms. Ravi was the former Member of Economic Advisory Council to the Prime Minister of India. She holds a PhD degree in Economics from New York University and is also visiting professor at two of India's leading Universities where she teaches courses in Managerial Economics (Game Theory) and Microfinance

## Session Moderator:



**Cheryl Miller Van Dÿck**  
**W20 Task Force Chair &, Founding Director**  
**of the Digital Leadership Institute, European Union**

Cheryl Miller is a recognised leader in grassroots action and global advocacy to close the gender digital divide and promote women's economic empowerment. Cheryl is the founder of Digital Leadership Institute, a Brussels-based international NGO recognized by the UN for its global leadership. Cheryl received the coveted "GLOMO" Global Mobile Industry Leader Award for her work promoting digital equity and women-led entrepreneurship around the world. In a 30-year career, Cheryl has held progressive leadership roles across Europe, the US, Japan, and Russia, in global trade, the automotive sector, ICT, and innovation and technology policy. She is currently serving as Education Chair for Women20 India, Digital Chair for the G20/W20 Women Entrepreneurship Act initiative.

## Panelist:



**Dr. Sandhya Purecha,**  
**Chair W20, Chairperson Sangeet Natak Akademi,**  
**Author, Educationist**

Dr. Sandhya Purecha, Sangeet Natak Akademi Awardee is the Chairperson for Sangeet Natak Academy India and also a renowned Performing Academician, Bharatanatyam Guru, Performing Artist, Innovator-Choreographer, Prolific Writer and an Avowed Scholar. She is the Founder-Principal of the pioneering Bharata College of Fine Arts & Culture and Artistic Director of Kala Paricchaya, Mumbai. She has authored seven research-based books on dance. She has toured nationally and internationally with her pioneering research-based productions on diverse themes and texts. An authority on classical dance and Sanskrit, she is affiliated to several universities offering her expertise as an Expert Advisor on the Academic Council and Board of Studies. She is the recipient of several coveted National awards. At present Dr. Purecha is the Chairperson for Sangeet Natak Akademi & Chair W20 India





**Dr. Rajita Kulkarni,**  
**Author & President Sri Sri University**

Prof. Rajita is a successful banker turned educator, humanitarian, a writer, a global leader and a leadership coach. Dr. Rajita is counted one amongst the top 100 women leaders in India. She is the President of Sri Sri University and is holding several other prestigious positions. She is the president of World forum for Ethics in Business and an expert in Banking, Finance, Strategy, Education, Ethics, Leadership, Change & Mind Management.



**Dr. Gayathri Vasudevan**  
**Co-founder & CEO, LabourNet**

Dr. Gayathri Co- foundr & Chairperson at LabourNet Services India Pvt. which is a Social Enterprise that enables livelihoods by focusing on 'Real income Increase' for informal sector workers. She has a doctorate in Development Studies with 30 publications in the areas of labour and employment and gender issues to her credit. Dr. Gayathri is a Strong business development professional with a focus in Development Economics and International Development



**Dr. Linda Laura Sabbadini,**  
**Chair W20, 2021, Director of the Department of**  
**Methods and New Technologies of National Statistical Institute**

Ms. Linda was the director of Italian National Statistical Institute. She guided the process of radical innovation of social and gender statistics in Italy giving visibility to the invisible people in statistics, women, children, elderly people, poor people, homeless, migrants, the poor, the homeless, the elderly, lgbtqia persons and to phenomena such as violence against women, discrimination, poverty, corruption, quality of life. he was part of the National Equality Opportunity Commission for many years. She went to International conference of women of Beijing as delegate, editing the volume Different Times - translated into 4 languages and distributed during the same conference - She is a member of the Scientific Committee of the UPB Parliamentary Budget Office. She is the author of more than 100 scientific publications. She partecipated at many High Level groups and centers of excellence of UN, OCSE, and Eurostat. She has received numerous awards (20). In particular, the President of the Italian Republic Ciampi gave her the honor of Commendatore in 2006, and the President of the Italian Republic Mattarella gave her the honor of Grande Ufficiale in 2021.



**Ms. Ksenia Shevtsova,  
Head of International Partnerships Office,  
HSE University, Russia. W20 Russia Delegate**

Ms. Ksenia is the Head of International Partnerships Office, HSE University (earlier – Director of International Analytics Centre). In 2021-2022, she worked at the Analytical Centre under the Government of Moscow and was in charge of international economic promotion. In the past Ms. Shevtsova has also served as an analyst at the BRICS Russia Expert Council within the framework of the Russian BRICS Chairmanship and has coordinated BRICS Civil Forum and BRICS Academic

Forum. Ms. Shevtsova holds a Masters Degree in international relations from the Far Eastern Federal University. Her research focuses on the global governance mechanisms, Russian foreign policy in the Asia-Pacific region and gender empowerment.

# SPECIAL SESSION

## Breaking the Barriers: Stories of Unconventional Women

Tuesday 28th Feb | 9.30 a.m. to 10.30 a.m.

### Background:

In every country around the world women face multiple barriers and gender-based discrimination in the work place. The discrimination sets in early—from the kind of education girls get or till which age, to the kind of work they are channeled into. In both private and public spheres, women face occupational segregation due to cultural mindsets and stereotypes. These obstacles make it harder for women to get on an equal footing with men in the world of work. It is observed in job roles where women have broken the stereotype and taken jobs which were more likely to be done by men, the dropout ratio is more than twice as many women leaving or changing the job-role(33%) after joining as compared to that of men (14%). Only 67 countries have laws against gender discrimination hiring. Even though women manage to enter the workforce in relatively equal numbers as men, the rise to the top can be slower and harder for women. With all these challenges hanging over their heads women are managing to break the glass ceiling. They are fighting this battle every day and emerging as heroes. The number of working women is rising showing that the choice they have of turning their lives for the better is with them. They have a resounding say in the matter of career, profession and lifestyle and are becoming less dependent on the diktats of men. Women are brandishing against all stereotypes by excelling and outshining in fields which were male-dominated till now. Such women are setting raving examples for other women to pave their path and carve their own success stories.

### Session Objective:

Success stories of women who have broken the gender barrier and chosen to pursue unconventional career paths.

### Reference:

[Unwomen.org](http://Unwomen.org)

[Worldbank.org](http://Worldbank.org)

## Session Moderator:



**Dr. Sonal Mansingh**  
MP, Rajya Sabha

Dr. Sonal Mansingh is an Indian classical dancer and Guru Bharatanatyam and Odissi dancing style. She has been nominated by the President of India to become a Member of Parliament, Rajya Sabha. Besides being a dancer, Sonal Mansingh is a well-known choreographer, teacher, orator and a social activist. For her contributions towards promoting 'Classical dances', she has received accolades from many national and international organizations. She was the youngest recipient of Padma Bhushan. Sonal became the first Indian woman dancer to be awarded with Padma Vibhushan. . Because of her contribution in the field of Art and Culture she was nominated by President of India to take up the role of Member of Parliament, Rajya Sabha. She is also a well-known choreographer, teacher, orator and a social activist. Sonal's contribution towards her society remains exceptional. She believes that society and its happenings have an impact on all arts and subsequently on the artists. To her, dance is the medium through which she can present the views of the unheard. Of all her contributions, the formation of CICD remains the biggest till date

## Women in Indian Navy



**Surgeon Commander**  
**Shazia Khan**

Surg Cdr Shazia Khan was commissioned in the Indian Navy as a Medical Officer in 2007. She hails from Port Blair. Surg Cdr Shazia completed her MBBS from JIPMER, Pondicherry in 2005 and MS (Obs & Gyn) from AFMC, Pune in the year 2014. Later on she completed her superspecialization in Minimally Invasive Gynaecological surgery at Asia Pacific Association of Gynaecological Endoscopy, Taiwan in the year 2021. Surg Cdr Shazia Khan has been awarded the Certificate of excellence by Consulate General of Jeddah, KSA in 2017 for services as part of the Indian Medical Mission. She has also been awarded a commendation for dedication to duty on 15 Aug 2022 for exemplary performance and devotion to duty. Surg Cdr Shazia Khan is an active participant in various adventure activities yachting, sailing & car rally driving





#### **Lt Commander**

##### **Tavishi Singh**

Lt Cdr Tavishi Singh is a Mechanical Engineer who joined Indian Navy in Jun 2015 as a Naval Constructor, inspired by her fascination for the white uniform, foregoing various other opportunities in the corporate world. Since joining the Navy, she has served in Naval Dockyard Vishakhapatnam as Assistant Manager Fabrication where she oversaw refits of ships. She was instrumental in undertaking repairs onboard a destroyer during peak COVID to ensure timely undocking and refit completion for which she was also awarded an on the spot commendation for devotion to duty. She was part of the Dockyard Motor Exhibition and drove down from Visakhapatnam to Pune while interacting with various DPSU's, PSU's and MSMEs. She is presently working with manufacturing shipyards to ensure the timely completion of activities associated with pre-launch and delivery of warships.



#### **Lt Commander**

##### **Swati Bhandari**

Lt Cdr Swati Bhandari is a highly skilled Naval Air Operations Officer serving in the Indian Navy. Lt Cdr Swati got commissioned in the Indian Navy in 2013 and post her initial training joined the P8I squadron which is a long range maritime reconnaissance platform and is part of Indian Navy's Naval Air arm. She has since then been an invaluable asset to her squadron. She has a flying experience of over 9 years and has accumulated over 3500 hours of flying. Lt Cdr Swati Bhandari has been part of operational missions and also led various Search and Rescue missions, providing essential aid and saving numerous lives during natural disasters and cyclones. Throughout her time in the Indian Navy, Lt Cdr Swati has been a core member of her squadron's operations. Her dedication and commitment to her duties have been instrumental in the success of many missions. The officer was also felicitated by the Ministry of Civil Aviation on Women's Day in 2022 for her illustrious career and service to the nation.



#### **Lt Commander**

##### **Disha Amrith**

Lt Cdr Disha Amrith is an accomplished Naval Air Operations officer serving in the Indian Navy. She was commissioned on 26th December 2016 with 2 Gold and 2 Silver medals in athletics from Indian Naval academy to her credit. She also has a strong academic record, a Bachelor of Computer Science Engineering from BMS College of Engineering, Bengaluru and a Master of Science in Aviation Operations Management, Kochi University. The officer led the Indian Naval Contingent as Contingent Commander and created history of being the first woman officer to lead a contingent on the Kartavya Path. The contingent comprised 144 young sailors in the Republic Day Parade 2023. Lt Cdr Disha Amrith has more than 1400 hrs of flying experience. She has flown extensively and successfully accomplished various missions in furtherance of India's maritime interests.



### **Mrs. Deepa Bhat Nair**

Mrs. Deepa Bhat Nair, is married to Rear Admiral Praveen Nair, Indian Navy. As a Navy Wife; she has been in several leadership roles particularly when her husband was in Command of warships. The most recent being when her husband was in Command of our aircraft Carrier, INS Vikramaditya. Mrs. Nair is an active member of the Navy Welfare and Wellness Association (NWWA). Her contributions include coordinating the setting up of Samuha (Indian Navy's Community Website) and establishing the Early Intervention Centre (EIC); Chetna in New Delhi. As Group Co-ordinator EIC Delhi, Mrs. Nair continues to mentor the professional team at the Early Intervention Centre. A professional in her own right, Mrs. Nair is the Founder & Director of Communiverse- Centre for Autism and Related conditions. She is committed to inclusion, human resource development and parent empowerment. She believes in evidence- based practices and has presented her work in varied professional forums including the Annual Conferences of the Indian Speech and Hearing Association and American Speech and Hearing Association. She will be presenting her work at the Annual Conference of International Society for Autism Research at Sweden in May 2023.



### **Zubedia Bibi**

#### **Entrepreneur, Jammu & Kashmir Rural Livelihoods Mission**

Zubedia Bibi never went to school but this did not stop her from persuing and achieving her dreams and she is earning in thousands with her screen prining skills provided by the Jammu & Kashmir Rural Livelihoods Mission (JKRLM). She along with ten other members of her Self-Help Group- Umeed has registered for a course in Screen Printing. The training was provided by IIT Jammu. Slowly she started taking orders from various institutions. IIT Jammu became her 1st client and plaace order for Screen Printing 200 bags and the group prepared those bags in record time and and was appreciated by the management team of IIT . A moment of pride came when she was given the order to print 30,000 Chakras on the Indian National Flag for HGT Campaign. She now plans to start her own business unit. Her name has also been recommended for “ Nari Shakti” award (JKRLM).



**Ms. Pritika Chatterjee Todi**  
**Director for Marketing at Savera Engineering &**  
**Founder Tidyhomz & One Ninety Five Holidays**

Pritika Chatterjee has completed her degree in Accounting & Finance from Manchester UK. Post completing her education she moved to Singapore to work as a tax consultant and also completed her Chartered Accounting degree. Pritika joined Savera in the year 2014 and have been working there ever since. Along with taking care of export marketing division Pritika also leads the Diversity hiring and Women Empowerment initiative at Savera as a result of which SAVERA currently has over 60% women workforce and most of the women are working in traditionally male dominated roles including some who are also working as forklift operator. Whenever she gets a chance Pritika would love to travel and has so far explored over 25+ countries and many unique destinations which had led to her starting her own initiative One Ninety Five Holidays.

# SPECIAL SESSION

## Enablers for Women-led Development: Policy & and Legal Frameworks

Tuesday 28th Feb | 10.30 a.m. to 11.30 a.m.

### Background:

Laws around the world largely fail to protect the rights of women to non discrimination, respect for family life, labor market inclusion, and a life free from violence. Policies focused on gender traditionally, have failed to address the specific needs of women. Women face additional barriers to their socioeconomic participation compared to men resulting in significant employment gaps and high exposure to gender-based violence. They also face various constraints which withhold their development. Such as requiring a spouse's permission to work outside the home, limited public knowledge about women's rights, and uneven implementation and enforcement of gender-neutral laws. There is a lot that has been done but not enough has been achieved to ensure gender equality.

### Session Objective:

Share stories and discuss laws that facilitate women led development as well as legal reforms and framework to further advance women's economic empowerment.

### References:

1. [Un.org/sustainable-development/gender-equality](https://un.org/sustainable-development/gender-equality)
2. [Static.pib.gov.in](https://static.pib.gov.in)
3. [Worldbank.org](https://Worldbank.org)
4. ITU's World Telecommunication/ICT Indicators Database
5. The National Family Health Survey 2019–21 ("NFHS")



## Session Moderator:



**Ms. Michelle Silverthorn**

**Founder and CEO of Inclusion Nation, USA**

Ms Michelle Silverthorn is Founder and CEO of Inclusion Nation, that works with Fortune 500 companies, tech start-ups, nonprofits and universities to design authentic, inclusive spaces for success. She is also a recognized organizational diversity expert and TEDx speaker. Michelle has previously worked as a lawyer in New York and Chicago, a columnist in Port of Spain, Trinidad and Tobago, a legal researcher in Puno, Peru and Geneva, Switzerland, and a volunteer teacher in Gaborone, Botswana and Almaty, Kazakhstan.

## Panelist:



**Ms. Susan Jane Ferguson**

**Country Representative, UN Women India**

Ms. Susan Ferguson is the UN Women Representative for India. Ms. Ferguson joined UN Women in 2017, after a long career in international development. She has lived and worked in South Africa, Solomon Islands and Papua New Guinea, and has experience working in grass-roots development agencies; establishing and managing social services; working within Local, State and Federal Government in Australia on social policy and social programmes.



**Ms. Bansuri Swaraj**

**Advocate, Supreme Court of India**

Ms. Bansuri Swaraj was enrolled with the Bar Council of Delhi in the year 2007, and since, has sixteen years' experience in the legal profession. After her undergraduate studies from the University of Warwick in B.A. (Hons) English Literature, Ms. Swaraj went on to read Law at the prestigious BPP Law School in London. She qualified as a Barrister at Law, and was called to the bar from the Hon'ble Inn of Inner Temple, London. Thereafter, she completed her Masters of Studies from St. Catherine's College at the University of Oxford. Ms. Swaraj is a formidable arguing counsel, having represented several high profile clients in contentious litigation across various judicial fora. Her professional portfolio has an eclectic mix of dealing with disputes involving contracts, real estate, tax, international commercial arbitrations, as well as several criminal trials. Ms. Swaraj has been appointed as the Additional Advocate General for the State of Haryana, in conjunction with running of her private practice.



**Prof. Narnia Bohler**

**Advocate & Academician, South Africa**

Professor Narnia Bohler-Muller is a divisional executive in the HSRC's Developmental, Capable and Ethical State research division. She specialises in participatory democracy and social justice as well as gender equality and the fulfilment of socioeconomic rights. she has led numerous large projects for the Department of Justice and Constitutional Development, the Department of Monitoring, Planning and Evaluation in the Presidency, the European Union Commission in South Africa, and the UK Commonwealth and Foreign Office. Ms. Bohler is currently a research associate with the Centre for Gender and Africa Studies and has officially represented South Africa at various international forums,



**Ms. Katherina Miller,**

**Founder of MIK Law Firm &**

**Former President of European Women Lawyers' Association, Spain**

Katherina Miller is the founding partner of the boutique consultancy firm 3C Compliance and the multidisciplinary law firm Miller International Knowledge. She is a qualified lawyer in Germany and Spain with over 15 years of international practice across Western Europe, and has strong expertise in German and Spanish Corporate Governance and in the interface between Compliance & Ethics and Business. She was the first ambassador & change agent with Global Leadership Academy and was the former President of European Women Lawyers Association.









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