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FICCI

FICCI-KAS Virtual Dialogues

The New Normal Series

Dialogue Two: The New Normal and Evolution in Gender Roles The Gender Lens to COVID-19

Friday, May 8, 2020; 1100-1245 hrs on Zoom

CHAIR

- Amb. Dr. Nom vuyo Nkwe**
Secretary General
Indian Ocean Rim Association (IORA)
- Ms. Meenakshi Lekhi**
Hon'ble Member of Parliament
Lok Sabha, Bharatiya Janata Party
- Dr. Jyotsna Suri**
Past President, FICCI
CMD, Lalkar Suri Hospitality Group
- Mr. Billip Chency**
Secretary General
FICCI
- Amb. Lakshmi Puri**
Former Assistant Secretary General, United Nations
Former Deputy Executive Director, UN Women

MODERATOR

- Prof. Ashwini Deshpande**
Professor of Economics
Ashoka University
- Prof. Lakshya Chakraborty**
Professor
National Institute of Public Finance and Policy (NIPFP)
- Ms. Harjinder Kaur Talwar**
National President
FICCI FLO
- Ms. Nandini Sharma**
Editor, Foreign Affairs
NDTV India
- Prof. Anupama Roy**
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Centre for Political Studies, SSS, IITD
- Ms. Nishitha Sanyam**
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- Prof. Anushree Sinha**
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FICCI-KAS Virtual Dialogues

The New Normal Series

Dialogue Two: The New Normal and Evolution in Gender Roles The Gender Lens to COVID-19

A Report

Friday, May 8, 2020; 1100-1245 hrs
Zoom

The Context

Given the global pandemic outbreak, we are faced with the 'New Normal' in all aspects of our societal living. The impact of COVID-19 across the global economy will be overwhelming. According to a UN report released in April 2020, limited gains made in the past decades for gender equality are at risk of being rolled back. As per the UNFPA report launched in March 2020, women represent 70 percent of the health and social sector workforce globally and special attention should be given to how their work environment may expose them to discrimination, as well as thinking about their health and psychosocial needs as frontline health workers. Both these reports specify that across every sphere, from healthcare to the economy, security to social protection, the impacts of COVID-19 are exacerbated for women and girls simply by virtue of their gender.

It is vital and important that all national policy responses place women and girls championing the cause for inclusion, representation, rights, social and economic outcomes, equality and protection - at the fulcrum if they are to have the essential impacts. This ideation and implementation is not just about correcting long-standing societal gender inequalities but also about creating a more fair and resilient life world for all global citizens. This centrality of notion stated above is in the interests of not only women and girls but also boys and men. The gender equation will be the hardest hit by this pandemic, but this may serve as a backbone of recovery in various communities across the globe. Every policy response brought about by state and non-state actors that recognizes these factors will be more attuned to the needs of the society.

FICCI in partnership with Konrad-Adenauer-Stiftung (KAS) has initiated the FICCI-KAS Virtual Dialogue Series on topics of strategic, geo-economic and contemporary relevance. The FICCI-KAS virtual dialogue series is a proposal to stay connected and ideate on vital issues and concerns of today's challenges faced by society.

Programme Overview

To deliberate on the impact of COVID on women, FICCI in partnership with KAS, organised the Second Virtual Dialogue in the New Normal Series titled “The New Normal and Evolution in Gender Roles: The Gender Lens to COVID-19” on Friday, May 8, 2020 from 1100-1245 hrs on Zoom. The Dialogue was aimed at contemplating the extent of the impact of the COVID-19 crisis and new normal on gender roles in our societies. The discussion witnessed the presence of eminent personalities from media, government, international organisation and academia as panellists who discussed the ramifications of limitations of global lockdown on women as well as struggle for access to resources and opportunities for women and girls.

Eminent speakers included:

- **Dr. Jyotsna Suri**, Past President, FICCI and Co-Chair, FICCI Forum of Parliamentarians Council and CMD, Lalit Suri Hospitality Group (*Chair*)
- **Ms. Kadambini Sharma**, Editor, Foreign Affairs, NDTV India (*Moderator*)
- **Amb. Dr. Nomvuyo N. Nokwe**, Secretary General, Indian Ocean Rim Association (IORA)
- **Ms. Meenakshi Lekhi**, Hon’ble Member of Parliament, BJP-Lok Sabha
- **Ms. Harjinder Kaur Talwar**, President, FICCI FLO; MD & CEO, Comvision India Pvt Ltd
- **Amb. Lakshmi Puri**, Former Assistant Secretary General, United Nations; Former Deputy Executive Director, UN Women
- **Ms. Nishtha Satyam**, Deputy Representative, UN Women India
- **Prof. Anupama Roy**, Professor, Centre for Political Studies, School of Social Sciences, Jawaharlal Nehru University
- **Prof. Ashwini Deshpande**, Professor of Economics, Ashoka University
- **Prof. Lekha Chakraborty**, Professor, National Institute for Public Finance and Policy (NIPFP)
- **Prof. Anushree Sinha**, Professor, National Council for Applied Economic Research (NCAER)

Aims and Objectives

The objective of the 'New Normal' series second dialogue was to analyse the impact of corona outbreak through a gender lens. The second Dialogue shed light on the disproportionate impact of this unprecedented crisis on women which has been instrumental in widening the gender gaps affecting gender equality equation across all verticals.

The dialogue examined the following points:

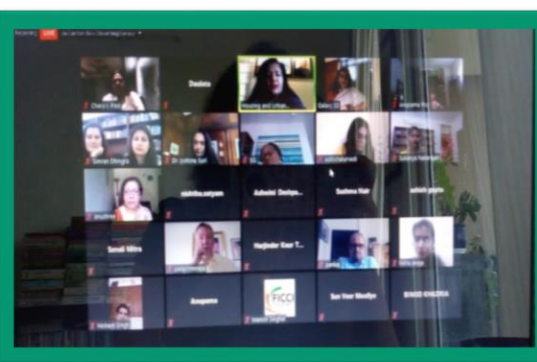
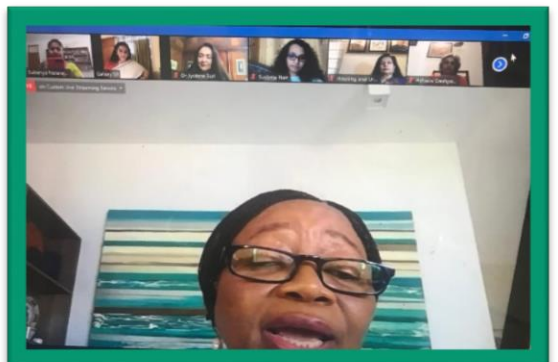
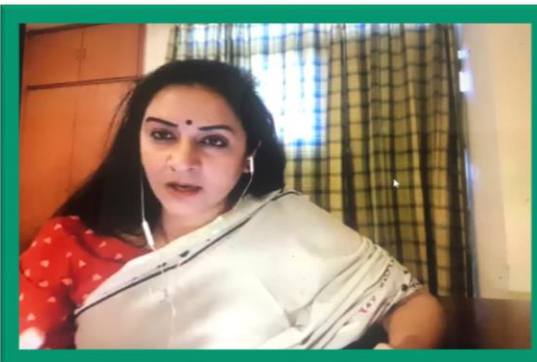
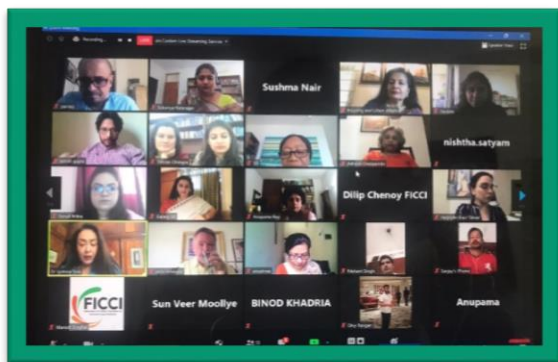
- Women could be affected through this crisis disproportionately and that gender gaps can easily widen impacting the gender equality outcomes arrived at through many decades of upholding economic empowerment by various state and non-state actors. How does society grapple with the gender equation in this regard?
- Women represent 70 percent of the health and social sector workforce globally and special attention should be given to how their work environment may expose them to discrimination, as well as thinking about their health and psychosocial needs as frontline health workers. How does healthcare sector impact women and girls? Would society be able to offer unconventional and innovative solutions to solve this imbalance?
- It is vital and important that all national policy responses place women and girls championing the cause for inclusion, representation, rights, social and economic outcomes, equality and protection - at the fulcrum if they are to have the essential impacts. How would society need to be transformed to make this possible?
- The gender equation will be the hardest hit by this pandemic, but this may serve as a backbone of recovery in various communities across the globe. Every policy response brought about by state and non-state actors that recognizes these factors will be more attuned to the needs of the society. What are the greatest challenges to leadership in times of disproportionate impact on women and girls? What would be some of the strategies and policies required towards evolving an equal world through resilient leadership?

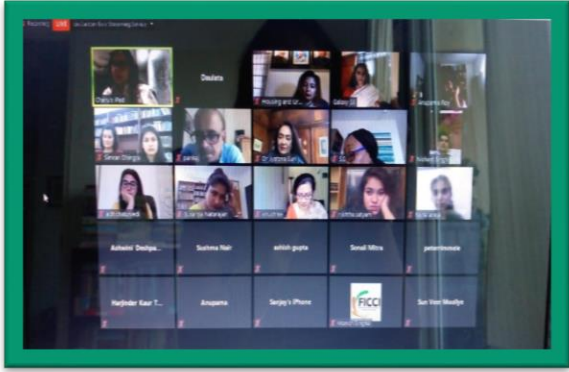
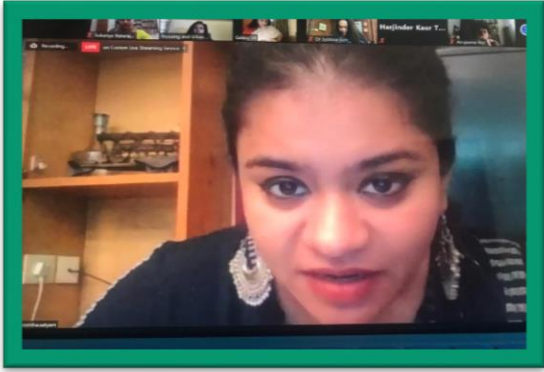
Key Takeaways

- Women have always dreamt of a **New Normal which does not relegate women as a second gender or to a secondary role** and where there is equality between men and women with respect to equality, human rights, right to vote, gender parity and so on.
- The pandemic has impacted economic and social aspects of women including **loss of jobs for women in the unorganized sectors, health issues, domestic violence, pay gaps** and so on.
- Now is the time to stop the **backtracking of gender issues and focus on the impacts** of the COVID-19 crisis.
- Research shows that the **mortality rates in men is higher than women** and this is due to the genetic constitution of women.
- There is a need to focus on **economic security and health concerns of women** as well as to instigate capacity building programmes in the present pandemic situation.
- Women **deserve better healthcare facilities, employment and economic opportunities** with flexi hours as well as technological facilities.
- In terms of employment, **women are being paid less and their financial status has resulted in deteriorating physical and mental health.**
- The women frontline workers as well as **Anganwadi and Asha workers are highly vulnerable to the disease** plus they serve long duty hours, and don't get to see their families, face social stigma and repudiation. They need to be provided with protective gear, higher pay-scale and better healthcare facilities.
- In terms of workload, **women have to balance both, domestic and career responsibilities** and the issue of unequal sharing of domestic chores is persistent.
- As per the data recorded in the past few week, **cases of domestic violence** have risen across sections of the society, specifically in the marginalised sections.
- This challenge needs to be dealt by **shaping national policy responses around women** and girls through inclusion, representation, rights, social and economic outcomes, equality and protection.
- A strong welfare state with **equitable effective social policies** in consultation with the social sectors which cut across spectrum of caste, gender and cater to the vulnerable, is the need of the hour.

- **Government should advocate policies to empower women** and their participation in the economic and political sphere through increasing workspaces for them.
- **Social protection measures** for migrant women, women in seasonal employment and Agri sector as well as unorganised and informal sector, is crucial
- 10% of working capital has been made available to MSMEs by the Government and the need of the hour is to transit from employment to self-employment where there is a need for providing **working capital for women entrepreneurs**
- There is a need for **gender responsive relief and stimulus packages** and social protection measures as well as gender responsive budgeting. A transformative financing and gender budgeting which is an important policy tool for accountability, both political and financial in a macroeconomic framework
- There should be **smart and sustainable allocation of resources** and proper utilisation of emergency funds.

Glimpses





Key Statements

“The global pandemic has created an indelible impact on society. The gender equation will be the hardest hit by this pandemic, but this may serve as a backbone of recovery in various communities across the globe.” ~ **Mr. Dilip Chenoy, Secretary General, FICCI**

“History bears witness to the fact that women are the worst affected in any crisis and gender gaps can easily widen during this crisis impacting the gender equality outcomes that have been earned over decades of effort.” ~ **Dr. Jyotsna Suri, Past President, FICCI and Co-Chair, FICCI Forum of Parliamentarians Council and CMD, Lalit Suri Hospitality Group**

The impact of COVID-19 on women is beyond imagination and it’s crucial to address issues of gender in the New Normal. ~ **Ms. Kadambini Sharma, Editor, Foreign Affairs, NDTV India**

“There is a need to focus on economic security and health concerns of women as well as to initiate capacity building programmes in the present pandemic situation.” ~ **Amb. Dr. Nomvuyo N. Nokwe, Secretary General, Indian Ocean Rim Association (IORA)**

“Women are caregivers and they deserve better healthcare facilities; more working spaces; equal employment and economic opportunities with flexi hours and technological facilities.” ~ **Ms. Meenakshi Lekhi, Hon’ble Member of Parliament, Lok Sabha**

“Working from home is the new norm and the way forward is to transit from employment to self-employment where there is a need for providing working capital for women entrepreneurs running small scale businesses.” ~ **Ms. Harjinder Kaur Talwar, President, FICCI FLO MD & CEO, Comvision India Pvt. Ltd**

“There is a need for gender responsive relief and stimulus packages and social protection measures as well as access to clean drinking water, hygiene resources, access to education, employment and jobs for women.” ~ **Amb. Lakshmi Puri, Former Assistant Secretary-General at the United Nations and the former Deputy Executive Director of UN Women**

“Gender pay gap is expected to widen as much as 60-70 % post COVID-19 and so the need of the hour is to re-skill and up-skill women to make them efficient and adaptable to the new ways of working.” ~ **Ms. Nishtha Satyam, Deputy Representative, UN Women India**

“The ‘Paradox of visibility’ and the constant social stigma faced by women as well as the conflation of three main spheres- idea of home, work from home and public relation and social space, have had an impact on the life of women.” ~ **Prof. Anupama Roy, Professor, Centre for Political Studies, School of Social Sciences, Jawaharlal Nehru University**

“The issue of unequal sharing of domestic chores needs to be addressed as women deserve due credit and a fair share of respect as they are balancing home and work.” ~ **Prof. Ashwini Deshpande, Professor of Economics, Ashoka University**

“It is imperative to create policy responses to COVID-19 and make use of transformative financing to reinvent gender budgeting as a tool for accountability, both political and financial.” ~**Prof. Lekha Chakraborty, Professor, National Institute for Public Finance and Policy, NIPFP**

“There is a need for reaching out to women in a targeted way especially to frontline and informal workers in order to address the adversities faced by migrant women and women in the agriculture sector.” ~**Prof. Anushree Sinha, Professor, National Council for Applied Economic Research (NCAER)**

Setting the Tone

Mr. Dilip Chenoy, Secretary General, FICCI



Secretary General, FICCI in his Welcome Remarks, welcomed everyone to the 'The New Normal and Evolution in Gender Roles-The Gender Lens to COVID-19' including the eminent panellists and remarked that the distinguished speakers have shaped young minds and undertaken path breaking research on gender and citizenship at large affiliated to esteemed institutions and given a vision to noteworthy initiatives. He mentioned about FICCI's longstanding institutional partnership with Konrad-Adenauer Foundation and remarked that the New Normal Series is an endeavour to stay connected and keep the dialogue alive during these unprecedented times.

Acknowledging the changing nature of work, he remarked that there is a need for applying the gender lens to the larger paradigm to understand the aspects of new normal. According to him, the global pandemic has hit the gender equation but this may also serve as a backbone of recovery in various communities across the globe. This challenge needs to be dealt by shaping national policy responses around women and girls through inclusion, representation, rights, social and economic outcomes, equality and protection.

He also mentioned that the ideation and implementation is not just about correcting long-standing societal gender inequalities but also about creating a more fair and resilient life world for all global citizens. Every policy response brought about by state and non-state actors that recognises these factors will be more attuned to the needs of the society.

Welcome Remarks

Dr. Jyotsna Suri, Past President, FICCI and Co-Chair, FICCI Forum of Parliamentarians Council and CMD, Lalit Suri Hospitality Group



Dr. Jyotsna Suri chaired the session and elucidated that the how it is important to apply a gender lens to the New Normal created by the pandemic. She talked about a considerable shift in the gender roles and gender equation which have been affected in the time of COVID-19 as well as how will it change in the post COVID-19 world. She mentioned that that history bears witness to the fact that women are the worst affected in any crisis, how women have to bear the brunt of any crisis as caregiving responsibilities fall heavily on women, who have to manage everything from their careers to household chores. This has also led to a disturbing rise in domestic violence cases in the time of social isolation.

She also thanked the esteemed speakers for their willingness and vigour to be a part of the Dialogue as well as the participants for their active participation and showing interest in the virtual dialogues held on various topics.

Introductory Statement

Ms. Kadambini Sharma, Editor, Foreign Affairs, NDTV India

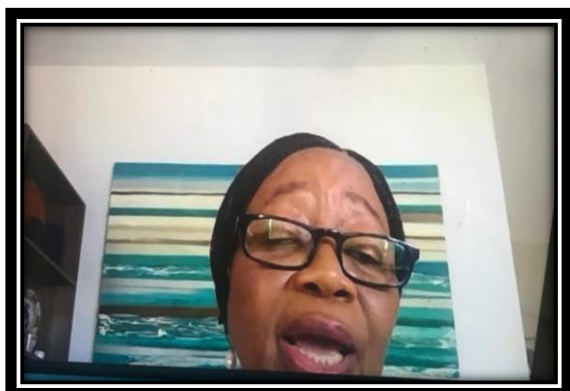


Ms. Kadambini Sharma in her introductory statement, expressed her delight to be a part of an endeavour such as the 2nd FICCI-KAS Dialogue on Gender Roles in the times of COVID-19. She remarked that this Dialogue is a timely initiative and comes at an ideal time which compels one to address the issues of gender. She mentioned that one is oblivious to the New Normal and in fact one is uncertain about the Normal especially in terms of what role the female gender will have in the New Normal. Whether one would follow the same old pattern or will adapt to a different set of patterns, no one knows.

There are issues pertaining to loss of jobs for women in the unorganized sectors where women are finding it difficult to sustain. She stated that it is important to address the impact of the COVID-19 on gender and how has it impacted women across verticals be it socially or economically.

Key Speeches

Amb. Dr. Nomvuyo N. Nokwe, Secretary General, Indian Ocean Rim Association (IORA)



Amb. Dr. Nomvuyo N. Nokwe commenced her speech by thanking FICCI, KAS and all esteemed guests for making this Dialogue happen. She remarked that it is important to be connected and the voices of women are heard. Talking about the impact of COVID-19, she mentioned that even though its impact will be disproportionate and long lasting globally, the extent of which would be quite a lot on women and girls.

There is a need to focus on economic security and health concerns of women as well as to instigate capacity building programmes in the present pandemic situation. She talked about the vision of IORA which came from Nelson Mandela in New Delhi in 1995 and quoted him- “Freedom cannot be achieved unless women have been emancipated from all forms of oppression”.

Ambassador also highlighted that IORA consists of people from diverse communities who rely on interconnectedness and markets for their livelihoods. They are united for prosperity and sustainability. IORA is also committed to women eco empowerment and there are various initiatives which make sure that voices of women are heard. IORA has achieved milestones in achieving the same such as Mahé Consensus on ‘Gender Equality and Women's Economic Empowerment’ in Seychelles in 2015 followed by the Ministerial Conference of Women-economic empowerment in Mauritius on August 29. In terms of women empowerment, IORA follows the principles of sharing of lessons, strengthening evidence based and building capacities in areas like entrepreneurship and financial inclusion.

With the dawn of the COVID-19 crisis, she mentioned, many countries have focused their energies elsewhere and there have been backtracking of gender issues and as far as research is concerned, this crisis will take women a couple of decades back in time. In terms of impact on the health of women, even though COVID-19 has had similar levels of impact on men and women yet the mortality rates in men is higher than women and the plausible reason could be better immune systems of women as well as the genetic constitution due to the presence of XX chromosomes, as per immunology reports. Also, in terms of employment, women are being paid less and their financial status can also result in deteriorating physical and mental health along with the health risks associated with women care givers, frontline workers and responders.

Amb. Nokwe also shed light on the issues of low wages, savings and safety nets for women engaged in the informal sector as well as on the impact of global market crash as yet another aspect which can impact women. So, there is a need to look for new initiatives such as provision of social and economic protection, protective gears for frontline workers in the healthcare sector in order to help women thrive in these challenging times.

She concluded by remarking that the economic downturn and economic stress in the light of the present crisis has an impact on women. It has impacted women across hierarchical roles and various sectors and there is a need to be more proactive in devising solutions in terms of capacity building programmes.

Ms. Meenakshi Lekhi, Hon'ble Member of Parliament, Lok Sabha



Ms. Meenakshi Lekhi spoke about the inclusive policies for women initiated by the Government of India. If data is taken into account, then the frontline workers and responders comprise of 70% women in the healthcare sector. The Government in order to empower women and their participation in the economic and political sphere, is increasing workspaces for them. The policy is to promote women in all sectors be it policing jobs, airlines sector etc. She also highlighted that women are caregivers and they deserve better healthcare facilities, employment and economic opportunities with flexi hours. Women have inherent emotion of compassion which makes them take care of every need of their families.

She elucidated two aspects which one needs to take into consideration- positive and negative. As far as the negative aspect is concerned, if about 70% of workforce are women who are engaged in the healthcare sector, makes them more vulnerable. Hence it is important to ensure that women are taken care of and are given attention to, especially in these tough times. The second impact is that women take sabbatical such as maternity leave but now with a change in the nature of work and with us gradually moving towards future of work, which will put an end to the sabbatical for women.

In terms of the global market and job security and salaries, women would be impacted as much as men. In situations where women who are frontline workers and they will have to move out of the house whereas the men will have the luxury to stay back at home and work from home, can lead to cases of domestic violence as well.

She advocated for better healthcare facilities for women since physical, mental and reproductive health of women is often neglected, which needs to be addressed now more so than ever as well as provision of better technological facilities where women will have to

become tech savvy and avail the benefits. She also talked about the efforts put in by Asha workers and the need to double their income as well as provide healthcare facilities to them.

She concluded her speech by stating that economic revival would happen even if at a slower rate and that while services are one aspect, India needs to focus on manufacturing and succeed in globalising the brand 'Make in India'.

Ms. Harjinder Kaur Talwar, President, FICCI FLO; MD & CEO, Comvision India Pvt Ltd



Ms. Harjinder Kaur Talwar talked about how women can adapt to technology faster and although are educated and professionally qualified yet they choose to give their career a backseat with dire consequences. Women succumb to the societal or familial pressures and as a resultant have to confine themselves at home. However, with the onset of this current pandemic, a blessing in disguise is for women who can make use of their professional qualifications and work from home. In the technological sector, the possibility of this is more as there are ample of opportunities available for women in this sector.

She also mentioned about the 10% of working capital made available to MSMEs by the Government and remarked that the way forward is to transit from employment to self-employment where there is a need for providing working capital for women entrepreneurs. She remarked that since the IT sector has adjusted to this New Normal and the workforce has adapted to working from home as this saves money on leasing real estate as well as enables monitoring of work from the comfort of home itself.

Also, she talked about women who are sole earners of their families and have limited resources to run a small business such as sewing. She mentioned that FLO has been working towards this where data of women was collected who are engaged in small businesses who not only work to earn a livelihood but also work at home to provide for their families. This shows that women entrepreneurs can be self-reliant and independent by using the MSME fund put together by FICCI FLO to help women entrepreneurs.

She also emphasised on Make in India and termed it as a great initiative to help rural women to run small scale businesses as, although they have the willpower to do something, yet they lack the means and resources. This can be done through the initiation of working capital with the help of banks who will have to help MSMEs and women entrepreneurs.

Amb. Lakshmi Puri, Former Assistant Secretary General, United Nations; Former Deputy Executive Director, UN Women



Amb. Lakshmi Puri alluded that since time immemorial, women have been dreaming of a New Normal which does not relegate women as a second gender or to a secondary role and where there is equality between men and women and they'd enjoy human rights and won't be prejudiced or discriminated against. This year is a special year as it marks the 5th year since the adoption of the UN SDGs especially SDG 5- Gender equality and women's empowerment. She also talked about COVID-19 as a cataclysmic force and a disruptor of social, political and economic order and its impact on medium and long term.

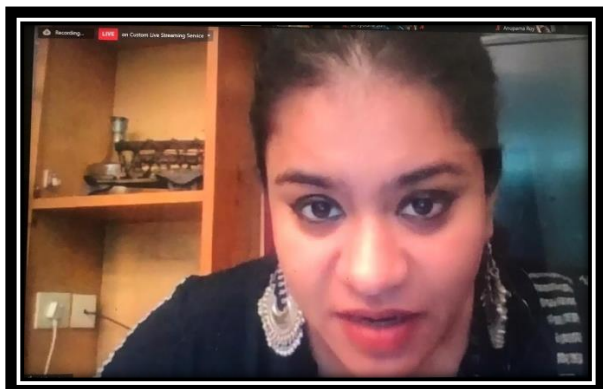
She then mentioned about the present situation being nothing short of a disaster and the importance of disaster management, peacebuilding and building back better both in terms of gender equality and social and economic upheaval. She talked about how the pandemic has affected the progress towards SDG 5 and how it has exacerbated the challenges of achieving women empowerment and equality which already was already sailing on turbulent waters pre-crisis. This means that the impact of COVID-19 is greater on women due to pre-existing constraints and discrimination.

Amb. Puri also reiterated that feminisation of multi-dimensional poverty which has resulted in loss of income, subsistence and increased problems in rural areas in developing countries as well as the issue of access to clean drinking water, hygiene resources for women have been further stretched. She also mentioned about the impact on women in terms of access to education, employment and jobs in informal sectors, contract, daily wagger labourers, hawkers, street vendors, MSME and micro industries. There has been a severe impact on women's employment especially in gender intensive sectors like tourism, entertainment, handicrafts, art and culture, domestic work, textiles, etc.

Amb. Puri also touched upon the Future of Work and Future of Mobility, which she mentioned, will lead to a paradigm shift and it needs to be addressed. Measures which need to be taken include the mitigation efforts taken by the government in the short run, relief, resilience building, response planning and decision making as well as there is a need for gender responsive relief and stimulus packages and social protection measures.

She also opined that the present situation shouldn't lead to gender gap in education and should help in abridging the gap in access to education, IT resources, skills development. She concluded by saying that women entrepreneurs, scientists, technologists, service providers as well as women as care givers and community responders should be acknowledged and supported through government procurement policies.

Ms. Nishtha Satyam, Deputy Representative, UN Women India



Ms. Nishtha Satyam stated that as per a survey conducted on BPL households, average BPL household was expecting to lose 61% of their regular income and 45% households were expected to lose more than 75% of earnings during lockdown. The data for the gender pay gap has been released for the formal sector however 93% of labour is in the informal sector. The gender pay gap which is between 30-40 % almost ranging from 70-80% in some industries is expected to rise in the current pandemic situation.

She also talked about the learnings from the previous pandemics to identify their trends, for example the Ebola crisis had also led to an increase in pay gap between men and women by almost 60-70% and even though men had returned to the workforce as the effects had subsided yet it almost took women twice the time as men to resume work.

She emphasised that it is important to draw on the consequences of the previous crises and to devise measures accordingly such as rural employment guarantee scheme of the Government wherein women account for almost 33-53% of the jobs. The need of the hour is that the policy makers, Government, CSO, to invest intentionally to help engage women. Measures such as gender responsive budgeting will have to be used as strong intentional strategy by the Centre and the State as well as promote reskilling and ensuring parity in skill development to fulfil the requisites of in the New Normal.

She concluded her remarks by pointing out the importance and effectiveness of women's movement and self-help group movements which has thrived through collective action, which is what one needs to look at.

**Prof. Anupama Roy, Professor, Centre for Political Studies, School of Social Sciences,
Jawaharlal Nehru University**



Prof. Anupama Roy commenced her speech by stating that one has to understand the nuances of gender in the context of a pandemic and gender when analysed in academics, in terms of experiential category which is seen as an organising principle for society and is experienced differently. For example, gender in the context of caste, where its experience would be embedded in the way institutions embody questions of gender.

Giving the analogy of war, she explained that in a war the worst sufferers are women and children and in the present context such is the case. She then talked about how in the present context, the notion of social distancing which one must adhere to, is a misnomer as what is basically happening is physical distancing.

She further elucidated the three main spheres- idea of home, world of work and idea of public as a relation and social space, which has changed the idea of a pandemic and has rolled back the gains that the women's movement had made through the 1970s. Prof. Roy reiterated the status of women in the forefront as frontline workers and paradox of visibility that those at forefront are without protection at the grassroots level.

She also talked about the conflation of home as a place of shelter and a place of work has had an impact on the life of women. She highlighted that one of the main objectives of the women's movement in the 70s and 80s was to bring the domestic into the public domain with respect to constitutional values of justice and equality should apply to the space of home as well. In the present context, the domestic has become an uncontested space with everyone trying to harmonise their work. The women's movement had brought to the forefront the fact that it is not the contest for power or uncoerced consent but a space where women would

experience violence, has somehow relegated to the background in the public domain except for when one talks about the different Women's Commissions at state level as well as private call centres.

Prof. Roy also touched upon the issue of domestic violence. She remarked that as per the sources, in the past month, there were plenty of calls registered in Delhi of domestic violence. It is not only a cause of concern but also one needs to take into account that the victim is living with the perpetrator during the lockdown. This gets exacerbated for those belonging to the vulnerable part of the society such as the domestic workers. They have to keep away from their work due to stringent guidelines as well they might not be getting paid, which has considerably led to uncertainty and deprivation. Also, one needs to contemplate as how to address the issue of normalisation of violence and the culture of violence especially since the world is living in a virtual space.

She concluded her remarks by outlining some suggestions. She stated that the present situation has put a lot of pressure and there are expectations from the State. In times like these, the Epidemic Act or the Disaster Management Act, put some form of necessary powers in the hands of the state which helps the state to manage the pandemic and take active steps for capacity building, restoration and restructuring of people worst affected by the pandemic. So, there is a need for a strong welfare state with equitable effective social policies in consultation with the social sectors which cut across spectrum of caste, gender and cater to the vulnerable. Also, allocation of resources and proper utilisation of emergency funds, is necessary.

Prof. Ashwini Deshpande, Professor of Economics, Ashoka University



Prof. Ashwini Deshpande thanked FICCI for organising a timely discussion of the impact of the pandemic on gender roles. She remarked that although most Anganwadi and Asha workers are women which shows that women in the rural areas are being given employment by the government, yet they are the most vulnerable right now. One reason for this is since they are conducting health surveys and are exposed to the infection as well disturbing instances of being attached on duty by families whose homes they visit. Hence, recognition for their work is not merely enough but they need to be paid better and have social protection as well as physical protection.

She also highlighted the struggle of women in the healthcare sector who on one hand have to serve long duty hours, are at a risk of contraction of the virus and don't get to see their families for days yet when they return home from duty, they face social stigma and repudiation from neighbours. So, they are struggling in terms of unavailability or shortage of protective gear, are underpaid plus are being discriminated. The Government needs to look into this area and come up with policy measures and solutions to help the frontline workers.

Prof. Deshpande also talked about the issue of unequal sharing of domestic chores since women are managing both their jobs and home, it also puts into perspective that women have to do the same work again and again and will they ever deserve their fair share of respect, is a question one needs to ponder upon. She remarked that while the women have to balance work and household duties, care for their children, provide for their spouse and manage their careers, what people still fail to see is that behind all the productivity that men think only they do, there are "unproductive" work (domestic sphere) which goes on in the background and enables the productive contributions.

She concluded her speech by stating that availability of data is important and so opening up of the data archives are important wherein Government and the researchers can come face to face to interact and productively devise solutions through pragmatic approaches and can help shape the world in a better way.

**Prof. Lekha Chakraborty, Professor, National Institute for Public Finance and Policy
(NIPFP)**



Prof. Lekha Chakraborty elucidated the need for integrating the gender role in public policy response. She mentioned that there are two programmes in the fiscal policy which are directly related to gender however they are just a carry forward and not new policy initiatives. She also remarked that gender lens applied to energy policies is of significance as women are working at home and if the mortality rates are checked then the vulnerability of getting respiratory diseases are more in women and children. She also commented on another policy response which is the basic income transfer which needs to be scaled up a bit in the second round of fiscal policy response.

She remarked that the issue is here of health and a macro-economic crisis as well as the government's emphasis in terms of both fiscal and monetary policy, should be on strengthening gender lens as on needs while keeping in mind the economic growth and revival (whether V-shaped or L-shaped). She also said the unit of analysis is intra-household and here men and women both are relevant.

She also shed light on transformative financing and gender budgeting which is an important policy tool for accountability, both political and financial because the macroeconomic framework in which we function is limited as we have an FRBM act with strict fiscal rules and one also needs to think about fiscal space and fiscal stability.

Prof. Anushree Sinha, Professor, National Council for Applied Economic Research (NCAER)



Prof. Anushree Sinha talked about initiatives by multilateral institutions such as UN SDGs specifically SDG 5 which bring into consideration the significance of addressing gender issues. Women have been facing vulnerabilities in every aspect and there are reservations of belief as to if anything concrete or positive will transpire.

She also talked about the New Normal being a drastic change in women's lives. She also mentioned that although 99% of women are care givers and take on domestic duties as compared to men, if the ratio is changed in the present situation, it would be insignificant.

Prof. Sinha also delineated the aspects of the lockdown and its impact on women as well as remarked that economic growth and productivity has to do with people coming to work as compared to remote work. She also mentioned that there has to be balance of care work as accepting the precondition for labour in the market is because of the care at domestic level.

She also touched upon the adversities faced by migrant women who are engaged in menial and low paying jobs who have to survive in critical conditions and their lodging, health concerns, economic and social security goes for a toss.

She concluded her remarks by stating that wage gaps for women in the agriculture sector is about 59% which is quite a lot and when the lockdown will recede, one of the aspects to delve into would be to bridge the wage gap.

Interventions

Q. Women are managing household duties. What is your advice to them in terms of increasing taxes? ~Aditi Chaturvedi

A1. Many people are losing jobs and it's not a question of gender but due to this lockdown there is economic stress on families. In terms of increased taxes, it is a cause of concern for the top layer of hierarchy but for the below poverty line or vulnerable section, losing their jobs and livelihoods is a greater worry as it's not only going to affect the women as care givers but also the entire family.

A2. In terms of increased taxes which is a resultant of price hike in diesel and petrol prices, having an impact of transporting the necessary commodities such as food articles plus rise in prices of vegetables etc., is a cause of concern as managing the household expenditure and monthly budget is on the shoulders of women.

Q. What measures are being taken by the government to avert the effect of crisis on women or to provide incentives for prevailing in these tough times?

A. The government is looking at packages for providing stimulus to micro and small-scale industries in order to take care of old and invalid, vulnerable section, women as well as provide the necessary amenities and access to education, jobs, healthcare facilities and so on. This can only be possible through taxation for generating revenue and resource generation. Also, revenue from liquor shops is being generated but this has an impact on the livelihood of the vulnerable section who have no money for buying rations but are spending their hard-earned money on liquor while this money should be used for the welfare of the family. On the other hand, various welfare schemes run by the Government such as the housing scheme, provides house in the name of the wife rather than the husband as well as the 'Jan Dhan Yojana', where whatever amount of money is going, it is being deposited in the women's account. Hence, welfare activities will have to women centric as that's what the Government is focussing on.

Q. How can women cope with the work from home and work at home in the light of the pandemic?

A. The origin of this is imbibed in the patriarchal structure which has been there for years and so has gender based division of labour. It would be difficult to change anything overnight but there is a need for change and the urgency to make that change translate from theory to practical. And this unprecedented crisis which has befallen upon us, is something no one dreamt about and no one has the experience to deal with a crisis of such magnitude especially with a population as diverse as of India. But it is a known fact that even in normal times, women do take up more unpaid work than men and gender-based division has made it difficult for women to enter the workforce. But this issue has given an opportunity for government, civil societies, multilateral institutions to understand that this is not a fringe issue which is central to the wellbeing of a country, economy and of a country. Also, this is a time for deliberation and discussion not just on platforms for a specific category of women but for all and the need to enlighten men and boys and bring them into the discussion.

Q. How can one handle the issue of domestic violence in the present times and in future?

~Ritika Sahni

A. When there is a crisis, women are pushed to the margins. As far as domestic violence is concerned, it is a shadow pandemic and with the rise in domestic violence cases, the data if to be taken into account, shows 257 cases have been registered out of which 113 have come online instead of a phone complaint. So, the idea of home holds different connotations for everybody and is questionable as women don't feel secure enough to make a phone call to register a complaint against domestic violence. So, the change might have been in the nature of filing a complaint but the change in nature of response is also necessary wherein NCW has done a commendable job of putting the data out and UN is also working with them to devise a system of effective and quick response through WhatsApp.

A2: There is a need for gender analysis and desegregated data and gender perspectives as well as gender based and gender responsive multi hazard assessment. Also, young girls' and elderly perspective along with disabled, migrants, refugees, who face compounded economic, social violence, is also important.

Vote of Thanks



Ms. Romina Elbracht and **Ms. Simran Dhingra** from KAS delivered the Vote of thanks and thanked the esteemed panellists for their wonderful remarks on tackling current challenge of striving for gender equality. They also extended thanks to FICCI for the co-conceptualisation and organisation of the second dialogue of the New Normal series. They talked about the COVID-19 crisis having geopolitical and geo-economic implications worldwide and how the societies will get affected and the gender roles pan out.

They mentioned that in terms of equality, the corona crisis and everyday restrictions have jeopardized the progress made in recent years and the gender equation have been hit hard by this pandemic.

They reiterated that this pandemic has had an indelible impact on women's career opportunities and there is a need for a balanced gender-sensitive policy. They through their visual message “Kann Alles Sein”, meaning ‘everything can happen’, expressed the need to stay connected in these unprecedented times and for overcoming COVID-19 from a Gender perspective.

Social Media Coverage

Kadambini Sharma Retweeted

FICCI @ficci_india · May 7

Join us tomorrow at FICCI - KAS Virtual Dialogue on Gender moderated by Ms @SharmaKadambini with a distinguished panel of Ms @M_Lekhi, Ms @lakshmiunwomen, Dr @lekhachakraborty, Dr @AshwDeshpande, Ms @SatyamNishtha, Dr @AnushreeSinha1 & Ms @HarjinderTalwar.

LekhaChakraborty @lekhachakraborty · 19h

Do listen! #HighlevelPanel on integrating a 'gender lens' in covid19 policy response! m.youtube.com/watch?v=gXkeoW... (me at @ 1.27)

FICCI @ficci_india · May 7

Join us tomorrow at FICCI - KAS Virtual Dialogue on Gender moderated by Ms @SharmaKadambini with a distinguished panel of Ms @M_Lekhi, Ms @lakshmiunwomen, Dr @lekhachakraborty, Dr @AshwDeshpande, Ms @SatyamNishtha, Dr @AnushreeSinha1 & Ms @HarjinderTalwar.

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The New Normal and Evolution in Gender Roles-The ... FICCI-KAS Virtual Dialogues: The New Normal Series Dialogue Two: The New Normal and Evolution in ... youtube.com

FICCI @ficci_india · May 8

Mr Dilip Chenoa, Secretary General, FICCI addresses the FICCI-KAS Virtual Dialogues: The New Normal Series- Dialogue Two: The New Normal and Evolution in Gender Roles 'The Gender Lens to COVID-19'. #FICCIWebinar

FICCI @ficci_india · May 8

Dr Jyotsna Suri, Past President, FICCI and Co-Chair, FICCI Forum of Parliamentarians Council highlights the need to apply a gender lens to the 'New Normal' at the @ficci_india - @KASonline Virtual Dialogues. #FICCIWebinar

FICCI @ficci_india · May 8

Make in India program is the need of the hour to counter the dipping employment rate in India: Ms @HarjinderTalwar, President, @FICCIWFO at @ficci_india - @KASonline Virtual Dialogue. #FICCIWebinar

Kadambini Sharma @SharmaKadambini

Timely webinar org by @ficci_india - @KASonline Virtual Dialogues: The New Normal Series- The Gender Lens to COVID-19' ...where I discuss #COVID19 impact on women with eminent panellists. Do watch.

FICCI @ficci_india · May 8

.@ficci_india - @KASonline Virtual Dialogues: The New Normal Series- Dialogue Two: The New Normal and Evolution in Gender Roles 'The Gender Lens to COVID-19' begins. Watch the session live at youtube.com/watch?v=gXkeoW...

FICCI @ficci_india · May 8

The immediate relief measures that we had will not be the same pos-COVID: Amb Dr Nomyuvo Nokwe, Secretary General, @IORAofficial at 2nd FICCI-KAS Virtual Dialogue.



FICCI @ficci_india · May 8

India must focus on the manufacturing sector: Ms @M_Lekhi, Member of Parliament at @ficci_india - @KASonline Virtual Dialogues. #FICCIWebinar



FICCI @ficci_india · May 8

There is a need for gender-responsive relief and stimulus packages and social protection measures: Amb @lakshmiunwomen, Former ASG, United Nations & Former Deputy Executive Director, @UN_Women at the 2nd FICCI-KAS Dialogue on 'The Gender Lens to COVID-19'.



2 3



FICCI @ficci_india · May 8

Speaking at #FICCIWebinar, Ms @SatyamNishtha, Deputy Representative, @unwomenindia highlighted the importance of reskilling and ensuring parity in skill development, especially in the 'New Normal' as well as the effectiveness of women movement through collective action.



1 3



FICCI @ficci_india · May 8

Speaking at #FICCIWebinar, Prof Anupama Roy, Professor, Centre for Political Studies, School of Social Sciences, JNU suggested the need for a strong welfare state with effective policies which cut across caste, gender & cater to the vulnerable.



1 5



FICCI @ficci_india · May 8

Speaking at the 2nd FICCI-KAS Dialogue on 'The Gender Lens to COVID-19', Prof Lekha Chakraborty, Professor, NIPFP highlights the need for policy responses to #Covid_19 to strengthen gender lens as well as transformative financing.



1 6



FICCI @ficci_india · May 8

Dr @AnushreeSinha1, Senior Fellow, National Council for Applied Economic Research highlighted that a targeted way of reaching out to women is important as there are issues of domestic violence on women workers both frontline and informal workers.



4

FICCI-KAS Virtual Dialogues: The New Normal Series

Dialogue Two: The New Normal and Evolution in Gender Roles The Gender Lens to COVID-19

Friday, May 8, 2020; 1100-1245 hrs

Join Zoom at: <https://ficci.zoom.us/j/84343408841?pwd=cW9LaWI0SVJNTDNSQ3d2ODdwVHU0UT09>

Meeting ID: 843 4340 8841

Password: 020758

The Dialogue would be live streamed on YouTube: <https://www.youtube.com/watch?v=gXkeoWVZEqQ>

Programme

1045 – 1100 hrs	Logging into respective devices for webinar
1100 – 1105 hrs	Setting the Tone: Mr. Dilip Chenoy , Secretary General, FICCI
1105-1110 hrs	Welcome Remarks by Dr. Jyotsna Suri , Past President, FICCI and Co-Chair, FICCI Forum of Parliamentarians Council and CMD, Lalit Suri Hospitality Group
1110-1205 hrs	Input Statements by Key Speakers followed by panel discussion moderated by Ms. Kadambini Sharma , Editor, Foreign Affairs, NDTV India <ul style="list-style-type: none"> • Amb. Dr. Nomvuyo N. Nokwe, Secretary General, Indian Ocean Rim Association (IORA) • Ms. Meenakshi Lekhi, Hon’ble Member of Parliament, Lok Sabha • Ms. Harjinder Kaur Talwar, President, FICCI FLO; MD & CEO, Comvision India Pvt Ltd • Amb. Lakshmi Puri, Former Assistant Secretary General, United Nations; Former Deputy Executive Director, UN Women • Ms. Nishtha Satyam, Deputy Representative, UN Women India • Prof. Anupama Roy, Professor, Centre for Political Studies, School of Social Sciences, Jawaharlal Nehru University • Prof. Ashwini Deshpande, Professor of Economics, Ashoka University • Prof. Lekha Chakraborty, Professor, National Institute for Public Finance and Policy (NIPFP) • Prof. Anushree Sinha, Professor, National Council for Applied Economic Research (NCAER)
1205-1235 hrs	Audience interventions and Q & A
1235-1240 hrs	Key Takeaways of Dialogue: Summing up by Moderator
1240-1245 hrs	Vote of Thanks by Konrad Adenauer Stiftung: Ms. Romina Elbracht and Ms. Simran Dhingra

FICCI-KAS Virtual Dialogues: The New Normal Series

Dialogue Two:

The New Normal and Evolution in Gender Roles

The Gender Lens to COVID-19

Friday, May 8, 2020; 1100-1245 hrs

Speaker Profiles

CHAIR

Dr. Jyotsna Suri, Past President, FICCI and Co-Chair, FICCI Forum of Parliamentarians Council; CMD, Lalit Suri Hospitality Group



Dr. Jyotsna Suri has been associated with Bharat Hotels since its inception. In the year 1989, she became the Group's Joint Managing Director. In 2006, she took on the mantle of Chairperson & Managing Director and since then, has been the driving force of the Group's operations.

Under her stewardship, The Lalit Suri Hospitality Group became one of the leading privately-owned domestic hotel brands in India, engaged in the business of operating and managing hotels, palaces and resorts, with a focus on the luxury segment. The Group operates 12 luxury hotels, palaces and resorts under The LaLiT brand and two mid-segment hotels under The LaLiT Traveller brand across India's key business and leisure travel destinations,

offering 2,261 rooms, In addition, the Group holds exclusive rights to operate and provide management consultancy services to a hotel in London, The LaLiT London, offering 70 rooms.

Recently Dr. Suri was conferred with the Order of The Rising Sun, Gold and Silver Star by Japan Government for her contribution towards strengthening strategic ties between India and Japan in economic and tourism sectors. She is the first Indian Woman to have received the Imperial honour since its commencement for foreign nationals in 1981.

Besides this she has been recipient of over 30 National and International awards and recognitions. She has also been featured in several power and business listings by renowned publications like Business World, Fortune India, Forbes Asia to name a few.

Dr. Suri holds various portfolios with Industry Associations – Past President FICCI; Chairperson FICCI Tourism Committee; Chairperson, Creative Industries Committee, FICCI; Executive Member of HAI; Council Member of World Travel & Tourism Council, India Initiative; Member of Board of Governors for National Council for Hotel Management and Catering Technology and Member of Board of Governors of Indian Institute of Corporate Affairs.

MODERATOR

Ms. Kadambini Sharma, Editor, Foreign Affairs, NDTV India



Ms. Kadambini Sharma has been in media for last two decades now. Starting with India's largest news agency Press Trust of India, she has worked with 24-hour news channel Aaj Tak, has been in the launching team of DD News and has been with 24-hour news channel NDTV India for more than 15 years now. She covers External Affairs beat and Parliament of India for the channel and loves to translate the complex diplomatic exchanges in common man's language. She has covered several big events most recent being American President's visit to India. She also covered Supreme Court of India for more than eight years and finds the legal battles fascinating. Her present designation is Anchor and Editor-Foreign Affairs. She is a Chevening scholar and IVLP fellow. She believes that gender equality in all spheres is a long and necessary battle.

EMINENT KEY SPEAKERS (in alphabetical order)

Prof. Lekha Chakraborty, Professor, National Institute of Public Finance and Policy (NIPFP)



Prof. Lekha Chakraborty is a Professor at NIPFP. She is also affiliated as Research Associate with the Levy Economics Institute of Bard College, New York. She is the pioneer economist in institutionalising Gender Budgeting in India, with Chief Economic Advisor, Ministry of Finance, Govt of India in 2004. Her areas of interest are Macroeconomics of Public Finance, Fiscal Federalism, Extractive sector Economics, Financing Human Development and Gender Budgeting. She is the recipient of Infoys best PhD thesis award from Indian Institute of Science (IISc) Bangalore.

She is the author of "Fiscal Consolidation, Budget Deficits and Macroeconomy" (Sage Publications). This book has received endorsement reviews from former RBI Governor Prof Y V Reddy and former

IMF Executive Director Fiscal Affairs, Prof Vito Tanzi. She is also the co-author of the book "Social Sector in Decentralised Economy: India in the Era of Globalisation" (Cambridge University Press, 2016).

She has worked for the IMF, World Bank, the UNESCAP, the UNDP, the UN Women, and the Commonwealth Secretariat on short stints. Her work experience on macro-fiscal policy and human development spans across 7 countries, Sweden, Canada, Morocco, The Philippines, South Africa, Sri Lanka and Mexico; and more frequently in Asia Pacific region.

She was twice, an awardee of Shastri Indo-Canada programme, from Department of Foreign Affairs and Trade (DFAIT), Government of Canada. She was visiting Professor at American University (Washington DC), Uppsala University (Sweden), Carleton University (Canada), and University of Utah, US on Gender, Macroeconomics and International Trade courses.

She received Ph.D. in economics in 2004 from the Centre for Development Studies (Jawaharlal Nehru University), where she was also Associate Professor for one year, 2007-2008. She has papers in national and international journals.

She is a columnist in the Financial Express, and also in Businessline, Hindustan Times and Scroll; and featured in CNBC, ANI, DD News, AIR World Air Service and Rajya Sabha.

Prof. Ashwini Deshpande, Professor of Economics, Ashoka University



Prof. Ashwini Deshpande is a professor of Economics in Ashoka university. Her Ph.D. and early publications have been on the international debt crisis of the 1980s. Subsequently, she has been working on the economics of discrimination and affirmative action, with a focus on caste and gender in India. She is the author of "Grammar of Caste: economic discrimination in contemporary India", Oxford University Press, New Delhi, 2011 (Hardcover) and 2017 (Paperback); and "Affirmative Action in India", Oxford University Press, New Delhi, Oxford India Short Introductions series, 2013. She is the editor of "Boundaries of Clan and Color: Transnational Comparisons of Inter-Group Disparity" (along with William Darity, Jr.), Routledge, London, 2003; "Globalization and Development: A Handbook of New Perspectives", Oxford University Press, New Delhi, 2007 (Hardcover) and 2010 (Paperback); "Capital Without Borders: Challenges to Development", Anthem Press, UK, 2010 (Hardcover) and 2012 (Paperback) and "Global Economic Crisis and the Developing World" (with Keith Nurse), Routledge, London, 2012. She received the EXIM Bank award for outstanding dissertation (now called the IERA Award) in 1994, and the 2007 VKRV Rao Award for Indian economists under 45.

Ms. Meenakshi Lekhi, Hon'ble Member of Parliament, Lok Sabha



Ms. Meenakshi Lekhi is a member of Bharatiya Janata Party and a Member of Lok Sabha from New Delhi constituency. She is the National Spokesperson of Bharatiya Janata Party as well as the National Vice President, BJP Mahila Morcha. She has a B.Sc. (Hons) degree and is a LL.B. Graduate. By profession, she is an Advocate, a Political and Social Worker. She is the Chairperson of Committee on Public Undertakings and a member of various committees including Member of Panel of Chairpersons, Lok Sabha; Standing Committee on External Affairs; Committee of Privileges; General Purposes Committee, Lok Sabha and Consultative Committee, Ministry of Defence.

As the National Spokesperson of the Bhartiya Janata Party, she has been successfully articulating, advocating and campaigning BJP's policies, programs and campaigns. She participates in various television shows on matters on National and International Importance.

She enrolled with the Bar Council of Delhi in 1990, and started practicing at the Supreme Court of India, Delhi High Court, other courts, tribunals and forums in Delhi and other parts of the country. She has argued a wide variety of matters, such as bails, revisions, trials, appeals, criminal writs, murder references, Prevention of Corruption Act/Official Secrets Act/Customs Act/FERA prosecutions, Domestic Violence and Family Law dispute. Lekhi has been part of the Drafting Committees for bills like "Women Reservation Bill" and "Problem of Sexual Harassment at Workplace". She has been in National Commission for Women (NCW)'s special committee, Chairperson of Special Task Force on Women Empowerment, Vice Chairperson of JPM, Blind School, New Delhi & Jt. Secretary Blind Relief Association.

Ms. Lekhi represented media in the court to get the ban on media coverage of case proceedings in the Nirbhaya rape case revoked. She was successful in the effort. She also played an active role in the drafting of the Criminal Law (Amendment) Bill, 2013, which provided for amending the existing laws related to sexual violence. She took up the case of

permanent commissioning of women officers in the Indian Armed Forces. She was also the lawyer for the victim in the Shanti Mukund Hospital rape case.

Amb. Dr. Nomvuyo Nokwe, Secretary General, Indian Ocean Rim Association (IORA)



Amb. Dr. Nomvuyo Nokwe is a dynamic and client-focused diplomat with broad experience and substantial success in driving economic diplomacy and engaging with governments and communities. She has previously served as South African High Commissioner to Mauritius and Seychelles from 2011-2016 and Consul General in Milan, Italy from 2006-2011.

Earlier, Dr. Nokwe was a medical doctor (MBCHB) and completed her studies at the Martin Luther University of Halle-Wittenberg, Germany. She worked in several locations in Germany, Ghana and Zambia, including as a Military Senior Medical Officer (Anaesthetist) in Accra (1990-1999), and in the South African Liberation Community (1985-6 and 1977-80).

She is fluent English, German, Xhosa and intermediate French. She assumed the role of IORA Secretary General on January 31, 2018.

Amb. Lakshmi Puri, Former Assistant Secretary General, United Nations; Former Deputy Executive Director, UN Women



Amb. Lakshmi Puri is an IFS who has also served in the United Nations for 15 years and was United Nations Assistant Secretary General until 2018. Ms. Puri has been a diplomat, institution builder, strategic planner, administrator, advocate, research and knowledge manager and thought leader in India and globally and in a wide variety of economic and social sectors and institutions both public and private.

Amb. Puri has a rich experience in bilateral and multilateral diplomacy, negotiations of international agreements, public advocacy and movement building through powerful campaigns covering important areas of sustainable development - ranging from economic growth, energy, agriculture, trade in goods, services and commodities, investment and intellectual property rights regimes, environmental sustainability and climate change, migration, human rights, gender equality and women's empowerment and peace and security.

She has also worked with the Ministry of External Affairs (MEA) in 1974 when she served in Japan, Sri Lanka, Switzerland (Geneva) and Hungary and Bosnia Herzegovina as Ambassador and at headquarters in Delhi as Under Secretary Japan and Korea and later as Under Secretary (Pakistan) during critical years of Indo Pakistan relations. In particular as Joint Secretary Economic Division (JSED) and Multilateral Economic Division for 6 years from 1993 - 1999 in MEA she was the mainstay for a new emphasis on economic diplomacy and its successful articulation in new areas and regions in close consultation and partnership with the Indian private sector and their bodies including the CII, FICCI and their foreign counterparts. She has also worked with the Ministry of commerce on trade promotion and India Brand Equity related initiatives and had represented the MEA on the Board of the EXIM Bank and public sector undertakings such as WAPCOS, IRCON and trade bodies such as OCCI.

She was associated with Government of India policies on both inward and outward foreign direct investment and related multilateral rule making being attempted in the OECD and WTO. As JS(ED&MER) she also contributed to policy making relating to India's engagement in GATT and the birth of the World Trade Organization. She continued with her trade and economic policy work when she joined the United Nations in 2002 as the Director of United Nations Conference on Trade and Development's flagship Division on Trade in goods, services and commodities and was its Acting Deputy Secretary General.

Amb. Puri was appointed Assistant Secretary General of the United Nations and Deputy Executive Director of the pioneering global entity for promoting gender equality and the empowerment of women - UNWOMEN in 2011. Joining the leadership team at its inception, she contributed strategically and vitally in building UNWOMEN into a dynamic entity, a powerful advocate, knowledge and partnership hub, norm setter and program driver for gender equality and women's empowerment.

Under her leadership major international agreements like the Agenda 2030 for Sustainable Development and Financing for Development and human rights and humanitarian accords incorporated gender equality related goals and targets. She was instrumental in convening by UNWOMEN of the first ever Global Summit on gender equality in 2015 with 70 key heads of state and government attending and making commitments. Private Sector and civil society summits were also convened to broaden the engagement and promote an all of economy and all of society approach.

She has received international awards and accolades for her work and contribution to international development, human rights, humanitarian, peace and security policy making and norm setting.

Amb. Puri has been associated with Tata companies in different capacities including as JSED and MER, during her stint with UNCTAD and UNWOMEN and especially as Ambassador of India to Hungary from 1999 to 2002. She was instrumental in facilitating the setting up in Budapest of the first ever 100 million USD Software Development Center by TCS which has now blossomed into a large, and strategic Global Delivery Center for IT and related services.

**Prof. Anupama Roy, Professor, Centre for Political Studies, School of Social Sciences,
Jawaharlal Nehru University**



Prof. Anupama Roy is a political scientist whose research interests straddle legal studies, political anthropology of public institutions and women's studies. Her doctoral thesis completed at the State University of New York at Binghamton focused on the debates around citizenship. This continues to be an abiding research concern for her. A post-doctoral fellowship – Sir Ratan Tata fellowship – at the Institute of Economic Growth in Delhi, gave her the space and time to consolidate her PhD work and extend it towards a book manuscript.

Her first book, *Gendered Citizenship: Historical and Conceptual Explorations*, published in 2005 by Orient Longman, emerged out of these labours. A revised paperback edition of the book was published in 2013. Her book *Mapping Citizenship in India* published by Oxford University Press in 2010 (reprinted in 2014), traces the life of the Citizenship Act in India, to explore legal practices surrounding citizenship and migration in India. Along the way, she co-edited a book on *Poverty, Gender and Migration in South Asia*, published by Sage in 2008. Her most recent publication is *Citizenship in India* brought out in 2016 by Oxford University Press in the Oxford India Short Introduction Series. Her research articles have appeared in various journals including, *Asian Studies Review*, *Australian Feminist Studies*, *Contributions to Indian Sociology*, *Indian Journal of Gender Studies*, *Economic and Political Weekly*, *Critical Asian Studies*, *Indian Social Science Review*, and *Election Law Journal*. She is currently working on a book manuscript on the Election Commission of India. Anupama Roy was a senior fellow in the Centre for Women's Development Studies, before she joined the Centre for Political Studies in JNU. She has been a visiting scholar in universities in India and abroad.

International Collaboration/Consultancy:

January 2013 to December 2015: British Academy Research Project on 'Transnational abandonment of South Asian Women: A new form of Violence against Women' in

collaboration with Sundari Anitha at the University of Lincoln, United Kingdom. 1 July 2016 to 30 June 2010: UGC-DAAD Research Project on 'Foundations of the India-Europe Strategic Partnership: Comparative Perspectives on Indian and European Political Ideas, Policy and International Cooperation', in collaboration with the University of Wurzburg, Germany under the Indo-German Partnership in Higher Education.

Ms. Nishtha Satyam, Deputy Representative, UN Women, India



Ms. Nishtha Satyam was appointed as the Deputy Country Representative for UN Women, the entity of the United Nations that is dedicated to working towards Gender Equality and Woman’s Empowerment, in India in January 2018. She formerly managed Strategic Partnerships, Policy Impact and Public Relations for the UN Women Multi Country Office for India, Bhutan, Maldives and Sri Lanka. Nishtha has also served as the Private Sector Partnerships Specialist with the Office of the Resident Coordinator of the United Nations and UNDP.

Prior to her career with the UN, Nishtha worked with leading firms such as KPMG and American Express as an Economist. As a futurist and feminist, she is an advocate of the urgency to mainstream women across the marketplace, workplace and community. Nishtha has authored a number of studies on the business value of inclusion and continues to be excited about using her multi-sectoral experience to inform the interplay of policy, politics and people to foster lasting change for the most marginalized.

Nishtha holds a Master’s Degree in International Business from the University of Nottingham, UK and a Bachelors in Economics from Delhi University.

Prof. Anushree Sinha, Professor, National Council of Applied Economic Research (NCAER)



Prof. Anushree Sinha has obtained British Council Post-Doctoral Fellowship from Department of International Development, Queen Elizabeth House, University of Oxford, UK (1998-99); Ph.D. in Economics 'Input-Output Techniques and Income Distribution' from Jadavpur University with academic affiliation with the Indian Statistical Institute, Kolkata. (1990). She also has a MA in Economics and BA in Economics (Hons) from Jadavpur University, Kolkata.

Her research interests include:

Macro policy analysis through application of:

- Computable General Equilibrium Modelling (CGE)
- Social Accounting Matrices (SAMs)
- Input-Output Modelling (IOM)

Informal economy

Gender equity

Globalisation and development

Labour market

She has been the recipient of various professional awards- UNU-WIDER Research Fellowship, Helsinki, Finland, (April-June); Regulating for Decent Work Network (RDW) Fellowship, ILO, Geneva, Switzerland, (July 2011).

Her professional affiliations include Member of High-Level Planning Commission Review Committee on Functioning of IAMR, Govt. of India. (2012-); Member of the Expert Group of Third Annual Employment-Unemployment (EUS), Min. of Labour and Employment, Govt. of India. (2012-). Previously, she has been a Member of the Working Group on National Sample Survey (Government of India) 67th Round (2009-10); Associate of the Department of

International Development, University of Oxford, UK. (2007-09); Member of Wolfson College, University of Oxford, UK. (2004-08); and Member of the National Employment Commission (2003-04).

Academically, she is associated with The All India Econometric Society, The All India Input Output Association, The International Input-Output Association and The Indian Society of Labour Economics.

Ms. Harjinder Kaur Talwar, National President, FICCI Ladies Organisation; MD and CEO, Comvission India Pvt. Ltd



Ms. Harjinder Kaur Talwar is the National President of FLO. She founded the company Comvission (India) Pvt. Ltd. in 1995 with a humble start. Currently, with 150+ employees and 4 offices across India, she stands tall as the only businesswoman, into the specific arena of intelligent traffic/transport solutions.

Having a computer science degree & during her initial years in business, she took upon the challenge to change the way Govt. services were given to a citizen and gave a concept of multiple services of different Govt. depts. under one roof to India. Her first such project **“TWINS”** implemented in Hyderabad in 1999 redefined the way Govt to citizen(G2C) services were delivered. The model was thus replicated PAN India by many other Govt. departments and these govt. departments soon adopted the concept of integrated multiple services under one roof.

TWINS was also showcased to the then US President **“H.E. Bill Clinton”** during his maiden visit to India.

As she grew in business her company additionally went on to specialize in the road sector and today has strategic partnerships with world leaders in technologically advanced solutions in specific areas of intelligent traffic & Transport. With her domain knowledge of Indian business and best of technology adoption, her company has become a name to reckon with in the technology implementation in road sector as well.

She has leveraged her sound business policies and good relationship with Governments across ideologies including the current dispensation. Some of the notable contributions are as under:

Implementation of RFID based electronic toll collection technology for India, integrating with the central clearinghouse of NPCI and payment settlement system across banks for toll lanes in India.

A few major Highways in the country are running with her solutions. Some of them are Delhi Agra Highway, Gurgaon- Faridabad Toll road and Hosur Krishnagiri Toll road near Bangalore.

Currently her company is implementing Smart City projects in many states. Notable areas of work are:

-Smart Garbage collection solution

-Optimization and intelligence of traffic signals with respect to traffic in corridors

-Planning traffic in city, working in partnership with traffic police in various cities in real time traffic information

-Knowledge management and tools to streamline the traffic with the help of history data analysis.

Accolades

IWEC AWARD (International Woman Entrepreneurial Challenge) coveted in South Africa in October'2010.

FICCIFLO award 2013 for outstanding achiever during Interstate meeting of 2013-14.

GPS "Business woman of the year" award by Air chief Marshal Arjan Singh

SAARC Women's economic Forum Award given by BIMSTEC-SAARC for excellence in Business category for the year 2016-17

"Woman entrepreneur of the year" by the SME Chamber of India during the SME Excellence Awards 2017

ICONIC award: Business woman of the year 2018

Women economic forum-(WEF) leader of the decade award in 2018

She is Mercedes Felicitation by Mercedes India in 2018

World Sikh Award in 2018 in category-Business Woman of the Year

THE ORGANISERS: FICCI-KAS LEADERSHIP

Mr. Dilip Chenoy, Secretary General, FICCI



Mr. Dilip Chenoy is currently Secretary General of the Federation of Indian Chambers of Commerce and Industry (FICCI). He leads the permanent secretariat of the industry chamber, which is the largest and oldest apex business organisation in India, and a potent voice for policy change. FICCI represents over 2,50,000 members through Member Bodies covering all the States of India.

Before joining FICCI, Dilip served as Managing Director & CEO of the National Skill Development Corporation (NSDC). NSDC fosters private sector investment and initiatives in training and skill development.

Dilip has also worked in several key industry organizations, including SIAM as its Director General. He was a member of the Harvard Business School project under Professor Michael Porter that worked on the competitiveness of Indian industry. With varied experiences of working in the private sector, he advises start-ups including organisations in the digital, education, skills and livelihood space. Dilip has also served as Chairman of an Engineering Institute.

A fellow of the World Academy of Productivity Science (WAPS), he was awarded the Indian Achievers Award in 2018, The Game Changer Award in 2015 and the Rashtriya Media Ratan Award in 2013.

Mr. Peter Rimmele, Resident Representative, Konrad-Adenauer-Stiftung



Mr. Peter Rimmele is currently the Resident Representative of Konrad-Adenauer-Stiftung Office, India.

He has a First Law Degree from Freiburg University, as well as a Second Law Degree from the Ministry of Justice Baden-Württemberg, Germany and a M.A. in Geography.

After working as, a jurist, judge and lecturer, he took public office as Ministerialrat, Head of Division at the State Ministry of the Interior in Saxony, Germany, from November 1991 on until 2000.

There he first served in the Police and Security and later in the Local Government Department.

On behalf of the German Foreign Ministry he served in East Timor as Registrar General, Head of Civil Registry and Notary Services (UNTAET), and became later the principal Advisor for Governance Reform for GIZ (German International Cooperation) to the Ministry of Administrative Reform and the Anti-Corruption-Commission of the Republic of Indonesia, where he served for 7 years. He then moved to Rwanda, also as Principal Advisor Good Governance/Justice Program. Earlier he was Resident Representative Lebanon, Director of Rule of Law Program Middle East North Africa, Konrad-Adenauer-Stiftung.

Ms. Romina Elbracht, Project Officer, Konrad Adenauer Stiftung (KAS)



Ms. Romina Elbracht is a Project Officer at the KAS- India Office since May 2018. She has studied international relations in Germany, the United States and last but not least in The Netherlands where she wrote her final thesis on the impact of religion in international politics (Thesis title: The Israeli-Palestinian Conflict – Fuelling Roles with Securitized Religion). She gained practical experience within the foundation by interning in the KAS country offices in Costa Rica and Brazil before joining the India Office.

Following her high school graduation, she spent one year in Brazil as a volunteer. In the city of Arcoverde, she worked for the NGO “Fundação Terra” in the Rua do Lixo (Street of Garbage) where she was mainly in charge of education programmes directed at vulnerable children and young mothers.

Ms. Simran Dhingra, Research Officer, Konrad Adenauer Stiftung (KAS)



Ms. Simran Dhingra is a Research Officer at the KAS- India Office since 2019. She has worked with prestigious organizations like German Embassy School New Delhi, Giesecke & Devrient Munich, Humboldt University Berlin and Goethe Institut in the past. She did her graduation in Economics Hons. and post-graduation in German language and literature from University of Delhi. She has been an ardent learner of the German language for more than a decade and has successfully cleared the "Goethe-Zertifikat C2: Großes Deutsches Sprachdiplom (GDS)" which corresponds to the highest level - C2 - of the Common European Framework of Reference for Languages (CEFR).

About the Partners

Federation of Indian Chambers of Commerce and Industry (FICCI)

Established in 1927, FICCI is the largest and oldest apex business organisation in India. Its history is closely interwoven with India's struggle for independence, its industrialization, and its emergence as one of the most rapidly growing global economies.

A non-government, not-for-profit organisation, FICCI is the voice of India's business and industry. From influencing policy to encouraging debate, engaging with policy makers and civil society, FICCI articulates the views and concerns of industry. It serves its members from the Indian private and public corporate sectors and multinational companies, drawing its strength from diverse regional chambers of commerce and industry across states, reaching out to over 2,50,000 companies.

FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community. FICCI's vision is to be the thought leader for industry, its voice for policy change and its guardian for effective implementation.

Konrad-Adenauer-Stiftung (KAS)

Freedom, justice and solidarity are the basic principles underlying the work of the Konrad-Adenauer-Stiftung (KAS). The KAS is a political foundation, with a strong presence throughout Germany and all over the world. We cooperate with governmental institutions, political parties and civil society organisations building strong partnerships along the way. In particular, we seek to intensify political cooperation in the area of development cooperation at the national and international levels on the foundations of our objectives and values. Together with our partners, we contribute to the creation of an international order that enables every country to develop in freedom and under its own responsibility. The Konrad-Adenauer-Stiftung has organized its program priorities in India into five working areas:

- Political Dialogue and cooperation
- Foreign and Security Policy including Energy Policy
- Economic policy and management
- Rule of Law

- Media and training programmes for students of journalism

In implementing its project and programmes the Foundation cooperates with Indian partner organisations such as think tanks, Government and Non-Governmental Institutions.