Mamta Binani, President, ICSI creates an impactful presence at OECD Conference on improving women’s access to leadership

President, ICSI, Mamta Binani makes India proud by being the first and only Indian presenter at the OECD conference

CS Mamta Binani, President ICSI addressing the OECD Conference on Improving Women’s Access to Leadership at Paris
New Delhi, 9th Mar 2016: Mamta Binani, President, ICSI makes India proud by being the first Indian Woman President presenting a session at the prestigious OECD conference on ‘Improving women’s access to leadership’ held on 8 March, 2016 at Paris. OECD hosted a conference on the occasion of International Women’s Day and within the framework of the OECD Gender Initiative, on closing leadership gender gaps in both the public and corporate sectors.

The conference focussed on fostering a policy dialogue on including women in decision-making positions and the impact on broader social and economic outcomes. Senior decision-makers from the public and corporate world, experts, and academicians all over the world were invited to discuss related issues.

Leading from the front is ICSI with the first woman President to represent India at this forum. Amongst the professional certifications bodies in India, ICSI leads in promoting organizational leadership to women as well as focusing on building women professionals. OECD had aimed this event at gathering broader insights from across the world, especially emerging economies like India on how gender inclusive is the growth in economy and how countries like India are faring in it.

CS Mamta Binani gave inspiring insights and discussed her views in a session on ‘Policy Choices and Good Practices in the Corporate World’ to discuss measures to close this gender gap. She highlighted the role of a Company Secretary plays in bringing gender diversity in Board rooms. She also discussed about the progress in India for bringing women directors in Board rooms after SEBI requirement.

Speaking on the occasion, Ms. Mamta Binani, President, The ICSI, said: “It is a matter of honour and pride for me to represent my country at an esteemed platform like this and be a part of this discussion. As we all know, despite the clear value of having a diverse workforce, organizations are still struggling to have women in leadership roles because it’s impossible to respect great leadership if you can’t recognize what makes a leader great. While the tide is changing and more women are being elevated into leadership roles, there is still much work to be done. The actual implementation would depend on the whole-hearted acceptance of the role of women directors by promoters and shareholders in general. All what is required is an equal opportunity and women would certainly take advantage of it and prove themselves.”

She further spoke about various aspects of how Corporate Secretary supports the board to maintain gender balance? “As a Corporate Secretary plays a very crucial role of ‘Key Managerial Personnel’ in any company, therefore, it is his duty to support the board to introduce gender diversity in board room. By ensuring Boards should not have ‘women’ directors ‘in letter’ only for the sake of legal compliance but ‘in spirit’ as well. Therefore, the real challenge lies in making mindset to change.”
The conference concluded on Carrot and Sticks policy approach and emphasized on monitoring and transparency of what is happening. Suggestions like paternal leave, child care along with importance of policies, greater public policy were also discussed. The present dignitaries blew the myths that there is lack of qualified women for boards. Other important points discussed were requirement of outreach programs and importance of more leadership from top and Institutional framework. Measurement and accountability was invoked. The ability to create opportunities is also one of the policies that were discussed.

Ms. Alka Kapoor, Joint Secretary, The ICSI also attended the OECD Conference.

About The Institute of Company Secretaries of India, (The ICSI),

The ICSI set up under an Act of Parliament, i.e., Company Secretaries Act, 1980, for the regulation and development of the profession of company secretary in India. The Institute, being a pro-active body, focuses on best and top-quality education to students of Company Secretaries Course and best quality set standards for CS members.

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