Providing Decent Work for Young Workers, Parents and Caregivers

Tuesday 26 May 2015 at 8am EDT
Technical Difficulties: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

Q&A: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

Example: Question for John Doe: What is Human Trafficking?
Agenda

**Welcome and Introduction**

*Elena Bombis*, Advisor, Children’s Rights and Business Principles, UN Global Compact

**Are Children Your Business?**

*Subajini Jayasekaran*, CSR Manager, UNICEF

**Principle 3: Provide Decent Work for Young Workers, Parents and Caregivers**

*Clara Lidström*, Thematic Advisor - Children Rights and Business, Save the Children

**What you can do to support and care for your suppliers and workers**

*Malin Liljert*, Director, Centre for Child-Rights and Corporate Social Responsibility (CCR-CSR)

**IKEA Approach to Supporting Children’s Rights**

*Saskia Dieleman-Jamin*, Compliance Manager, Group Staff Sustainability, IKEA

**Gender Diversity and Inclusion at Wipro**

*Priyanka Sudarshan*, General Manager, Human Resources, Wipro

**Q & A**
Are Children Your Business?
Shaping the corporate footprint on children’s rights

Subajini Jayasekaran, CSR Manager, UNICEF
The Context

‘We are not asking corporations to do something different from their normal business; we are asking them to do this normal business differently.’

UNSG Kofi Annan
Background: The Guiding Principles on Business and Human Rights (2011)

State duty to
PROTECT

Corporate responsibility to
RESPECT

Rights of victims to access an effective REMEDY
Recognising the need for stronger visibility of children’s rights on the business and human rights agenda, UNICEF, Save the Children and the UN Global Compact joined forces in June 2010 to develop the Children’s Rights and Business Principles.

600 people engaged through online and in-person consultations in 11 cities

400 children consulted in 9 countries

45 countries have released the Principles (October 2014)
Principle 1: Child Rights Integration

Principle 2: Child labour

Principle 3: Young workers, parents, & caregivers

Principle 4: Child protection & safety

Principle 5: Products & services

Principle 6: Marketing & advertising

Principle 7: Environment & land

Principle 8: Security

Principle 9: Emergencies

Principle 10: Community & government efforts

Policy Commitment

Due Diligence

Remediation

The Workplace

The Community & The Environment

The Marketplace

unicef
Principle 3: Provide Decent Work to Young Workers, Parents and Caregivers

Clara Lidström, Thematic Advisor - Children Rights and Business, Save the Children
Principle 3: Provide decent work for young workers, parents and caregivers

Key Message

For your operations and suppliers within your sphere of influence:

1. Give employees, including young workers, work conditions that are acceptable, including in countries where products are sold.
2. Be responsive to young workers’ vulnerability
   - Protect them from violence, harassment, and hazardous tasks
   - Inform them about their rights as employees

Case studies & Examples

A multinational company partnered with a Chinese women’s NGO to provide assistance to the children left behind by migrant worker parents in 10 provinces in China.

- Parent to child phone card, “love cards”, were issued.
- Practical guidance was given to the families and children.

Photo: Mats Lignell/Save the Children
Principle 3: Decent Work

Principle 3 – Responsibility to Respect & Commitment to Support

Responsibility to Respect

a. Providing decent work for young workers
   • Respect the rights of young workers
   • Secure safe working conditions and protect them from abuse and exploitation

b. Being responsive to the vulnerability of young workers above the minimum age for work
   • Protection against hazardous work (heights, machinery, chemicals etc.)
   • Limited overtime and the night time work shifts

Commitment to Support

c. Providing decent work for young workers
   • E.g. Health information, Education, Development opportunities, Possibility to earn a living

d. Providing decent working conditions that also support workers, both women and men, in their roles as parents or caregivers
   • E.g. secure payment of living wage, length and flexibility of working hours, provisions for pregnancy and breastfeeding, parental leave, support migrant and seasonal workers

Photo: Caroline Trutmann/Save the Children
Principle 3: Decent Work

Key Experiences
Decent work for young workers, parents and caregivers has proven to be one of the most interesting principles for companies Save the Children has engaged:
1. Easy to see impact
2. Many issues largely not yet addressed
3. Relevant for the supply chain, but also in retail

Some high-lights of actions taken by company Head Offices
- Strategic thinking on how to prevent child labor without providing employment opportunities for young workers
- Policy on better conditions for guest workers who are parents
- Special rights for young workers in retail (especially in December leading up to Christmas)
- Special focus on fatherhood among employees
What you can do to support and care for your suppliers and workers

Malin Liljert, Director, Centre for Child Rights and Corporate Social Responsibility (CCR CSR)
What you can do to support and care for your suppliers and workers
Support your suppliers and workers and meet the challenges of:

- Labour shortage and high turnover
- Young workers with weaker social skills, emotional resilience and ability to integrate
- Migrant working parents with children left-behind
Young workers say that positive management make them stay at work!

% of young workers saying that their managers have a positive management style

How long the worker plan to stay
In-factory training of supervisors and line managers focus on:

- Communication
- Conflict Resolution
- Personal Development
In your experience, do you think your supervisors listen to you when you have a problem?

1. Not really
2. Yes, partly
3. Yes, absolutely

About 2 months
About half a year
About 1 year
Migrant Parent Wang Kan Jun saying goodbye to her daughter and returning back to work after Spring Festival

UNICEF, 2014
Investing in Parent Training and Child Care Center

- Support for parents to deal with their situation.
- Receiving tools to cope.
- Realization that factory is supportive.
- Push for child care center.
The change a Dongguan factory experienced when they started to show their workers that they care.

“I left the factory where I was working every couple of months so I could go home and visit my children”
Factory is providing on site day care center for its workers with children

A factory worker in Dongguang, China is doing homework with his son during his afternoon break.
“The day-care center is helping our recruitment by lowering the expenses of our workers so they don't need to spend extra money to pay outside day-care or let their children run around without care”.

CSR Manager, Factory in Dongguan
Thank you!

Malin Liljert
Director

Centre for Child Rights and Corporate Social Responsibility (CCR CSR)

Beijing and Hong Kong

www.ccrcsr.com
IKEA Approach to Supporting Children’s Rights

*Saskia Dieleman-Jamin*, Compliance Manager, Group Staff Sustainability, IKEA
IKEA approach to supporting children’s rights
2.2 billion children under 18 years in the world = 1/3 of world population

168 million children worldwide are child labourers = 11% of child population
40% of the world’s youth is unemployed

15% in advanced economies, and more than half in Greece and Spain

90% of the global youth population lives in developing economies.
No matter the circumstances, every child deserves a place to call home, a healthy start in life, a quality education and a sustainable family income.

unicef

Save the Children®
IKEA facts and figures

1,046 suppliers in 52 countries
IWAY and children’s rights

Prevent & protect

• Prevention of child labour at suppliers and sub-suppliers
• Follow-up in accordance with the IKEA Way on Preventing Child labour
• Protect young workers in the workplace

Empower & advocate

• Promote opportunities for young workers
• Provide decent work for parents and care givers
Promoting skills for today and tomorrow

To:

- Work experience & apprenticeships
- Regular and formal employment
- Securing quality work
- The right skills and attitudes:
  - Technical
  - Employability
Thank you!

It’s time to take the next step in integrating and advocating for children’s rights!
To create a better everyday life for the many people.
Gender Diversity and Inclusion at Wipro

Priyanka Sudarshan
General Manager - Human Resources

May 26, 2015
“It is imperative that organizations prove to be equal opportunity employers both in spirit & practice. At Wipro, we make sure there is no gender bias. And this helps us do business better.”

T. K. Kurien
CEO, Wipro Ltd.
The Gender Equity Framework

**Policy and Governance**
- Hiring, Learning, Life@ work, Opportunities, Careers.
- Flexibility, Leave Policies, support for new parents.

**Talent Lifecycle**

**External Advocacy and Disclosure**
- Connect with industry, global influencers.
- Industry advocacy.
- Disclosure in sustainability reports.

**Internal Advocacy**
- Mandatory D&I e-module training.
- Cross-functional D&I team.
- Gender ratios included in succession plan reviews.

- Global Diversity Policy
- Executive Sustainability Council
- ‘Vital Signs’ review
‘Women of Wipro’ – Life stage approach

Themes at Different Life Stages

Exposure
(Early Career – **Fueling ambition**)
- Structured rotation for top performers
- Interactive speaker sessions
- Enhanced industry exposure

Flexibility
(Early – Mid management - **Opportunity to Grow**)
- Inclusive policies - Leave benefits, flexible work opportunities
- Supportive environment - connects with women on career breaks, day-care facilities, medical benefits, counselling services
- Developmental programs

Empowerment
(Mid – Sr Management - **Making a difference**)
- Leadership grooming and mentoring
- Career Conversations to empower women
- ‘Women in Leadership’ workshops

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## Systems and Processes

<table>
<thead>
<tr>
<th>Time-off options</th>
<th>Well-being</th>
<th>Safety</th>
<th>Insurance and medical facilities</th>
<th>Financial empowerment</th>
<th>Utilities and other benefits</th>
<th>Career enablers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual leave, sick leave</td>
<td>Fit for life</td>
<td>Ombuds process</td>
<td>Occupational health centres</td>
<td>Loans</td>
<td>Creche, dormitory, preferred parking</td>
<td>Your career your choice program</td>
</tr>
<tr>
<td>Compensatory off, long leave</td>
<td>Health check-up</td>
<td>Prevention of sexual harassment policy</td>
<td>Medical insurance</td>
<td>Voluntary pension</td>
<td>Kids@Wipro</td>
<td>Women in Leadership Mentorship program</td>
</tr>
<tr>
<td>Transfers &amp; transfer leave</td>
<td>Medical concierge</td>
<td>Employee safety group</td>
<td>Parental insurance</td>
<td>Arthashastra</td>
<td>Holiday concierge</td>
<td>Women in Wipro Speaker series</td>
</tr>
<tr>
<td>Maternity, extended maternity leave</td>
<td>Employee Assistance Program - Mitr</td>
<td>Emergency response team</td>
<td>Catastrophic medical assistance plan</td>
<td>Finstat</td>
<td>Company bus shuttle &amp; cab services</td>
<td>Online mentoring platform</td>
</tr>
<tr>
<td>Adoption leave</td>
<td>Parents-to-be program</td>
<td>Group life insurance</td>
<td>Wipro advantage</td>
<td></td>
<td>Wipro classifieds</td>
<td>Networking through Yammer groups, open houses etc.</td>
</tr>
<tr>
<td>Sabbatical leave</td>
<td>On-site facilities</td>
<td>Group personal accident insurance</td>
<td></td>
<td>On-campus facilities</td>
<td>Online career planning tool</td>
<td></td>
</tr>
<tr>
<td>Reasonable accommodation</td>
<td>Special initiatives, contests, events</td>
<td>Survivor benefits scheme</td>
<td></td>
<td></td>
<td>Comprehensive in-classroom and online learning opportunities</td>
<td></td>
</tr>
</tbody>
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Snapshot of initiatives

Recruitment drives

Speaker Series

Chat with leaders

Mentoring program

WoW portal

Online mentoring tool

WoW Yammer group

Career workshops
Snapshot of initiatives

Diversity workshop

Counselling program

PSHC

Fit for life

Parents to-be

Kids @ Wipro

Work Life Balance

IWD themes
Where We Stand Today

Women Now Constitute 30% of The Workforce

Diversity features in The Top 3 Levers of Employee satisfaction survey

Women in junior management increased from 11.1% to 17%

Women in senior/top management increased from 4% to 8.8%
Where We Stand Today

Diversity features in The Top 3 Levers of Employee satisfaction survey

Women Employees recorded Higher Levels of Engagement

Women employees indicated greater satisfaction with Work-Life-Balance

90 – 95% return to work and retention rates among women who avail maternity leave

Attrition rates 2 – 2.5% lower amongst women
Recognitions

Wipro Ltd. CEO honoured by the Women’s Empowerment Principle’s Leadership Award: a joint initiative of UN Women and the UN Global Compact - 2014

Wipro has been recognized as one of India’s Top 50 Best Companies to Work For in 2012 by Great Place to Work® Institute.

Wipro Wins ‘NASSCOM Corporate Awards for Excellence in Diversity & Inclusion 2012’

Wipro was presented the ‘NASSCOM Corporate Award’ for Excellence in Inclusivity for Persons with Disabilities at the NASSCOM Diversity and Inclusion Summit on January 17th, 2013 at Bangalore. Wipro’s commitment and clarity of vision in creating a workplace where “real inclusion” is embedded into the fabric of the organization has been a true differentiator to this award. We have constantly worked towards effective implementation of practices and technology to help employees from diverse backgrounds contribute their best and to build a better workplace.

Congratulations Wipro! This is a proud moment for all Wipro and instills in us a greater resolve to make us even more inclusive.
Recognitions

- 2014: Wipro Ltd. CEO honoured by the Women’s Empowerment Principle’s Leadership Award: a joint initiative of UN Women and the UN Global Compact.
- 2014: Wipro won 1st place at the NHRD Paper Competition on Managing Gender Diversity at Workplace in 2014.
- #1 Slot - Winner of the 2012 American Diversity Council award
- #2 Slot - 2011 American Diversity Council Awards
- #6 Slot - 2010 American Diversity Council Awards
- 2nd place in best employer for Diversity & Inclusion by Great Places to Work for 2012
- Women Leadership & Innovation Awards, 2012
- NDTV Profit Business leadership awards for Diversity & Inclusion, 2012
- Winner of the 2011 NASSCOM Corporate Award for the Best IT services and Product Company for Excellence in Gender Inclusivity.
- #1 in the ‘Women helping Women’ category, at the 8th Annual Stevie Awards for Women in Business, 2011.
- Special Recognition Award towards Building Best Practices in the area of Gender Diversity – 2010 NASSCOM Diversity & Inclusivity Summit.
Thank you

Priyanka Sudarshan
General Manager - Human Resources
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Thank you for joining us today.
Presentation slides and a recording of the webinar will be available on the UNGC website.

If you have any additional questions, please contact:
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