



ACTIVITY REPORT

2022-23

**The Institute of Chartered
Accountants of India**
(Set up by an act of Parliament)

**Women Members Empowerment
Committee of ICAI**



Women Members Empowerment Committee

The Institute of Chartered Accountants of India
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WOMEN MEMBERS EMPOWERMENT COMMITTEE



The Women Members Empowerment Committee (WMEC) is a non-standing Committee of the Institute of Chartered Accountants of India formed under regulatory provisions of Chartered Accountants Act, 1949. This Committee was formed in the year 2014 and thereafter have been working under nomenclature of Women Members Empowerment Group or Women Members Empowerment Directorate. As a true partner in nation building, ICAI has setup a dedicated Women Members Empowerment Committee (WMEC) to formulate and implement plans, policies, and measures for the empowerment of its Women Members





Terms of Reference of WMEC:

Formulating and implementing Plans, Policies, and Measures for the empowerment of Women Members.

1. Promoting the fulfilment of Women Member's potential through capacity building initiatives, skill development activities, providing awareness of various employment opportunities and by other similar means
2. To involve Women Members in various Research and Publication activities
3. To encourage and develop Leadership and Entrepreneurship skills in Women Members
4. To give representations/inputs/suggestions on enhancement of role of Women professionals in Accountancy and allied fields at various Governments, Stakeholders, Industry and other related forums
5. To organise Trainings Programmes, Workshops, Short Term Courses, Seminars, Conferences, Webcasts/ Webinars and Residential Course for Women members either jointly with other Committees or individually
6. To encourage, groom and create opportunities for Women Members to be the Independent Directors in the companies under the provisions of the Companies Act, 2013.
7. To visualise and enhance opportunities for Women Members who opt to work on flexible basis
8. Updating and maintaining of existing portal of women members.
9. To deal with other matter as the Council or the Directorate may consider appropriate.





Women Members Empowerment Committee

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Members of Women Members Empowerment Committee For the Council Year 2022-23



CA. (Dr.) Debashis Mitra
President, ICAI



CA. Aniket Sunil Talati
Vice President, ICAI



CA. Sripriya Kumar
Chairperson



CA. Priti Paras Savla
Vice-Chairperson



Members

- CA. Vishal Doshi
- CA. Dheeraj Kumar Khandelwal
- CA. Umesh Sharma
- CA. Rajendra Kumar P
- CA. Sushil Kumar Goyal
- CA. Abhay Chhajer
- CA. Prakash Sharma
- CA. Kemisha Soni
- CA. (Dr.) Raj Chawla
- CA. Hans Raj Chugh
- CA. Pramod Jain
- CA. Rohit Ruwatia
- Shri Deepak Kapoor
- Shri Chandra Wadhwa



Co-opted Members

- CA. Kaberi Bhuyan
- CA. Akansha Birla
- CA. Rashmi Bihani
- CA. Seema Mohnot
- CA. Shreerupa Basu Das
- CA. Shilpa Gourisaria



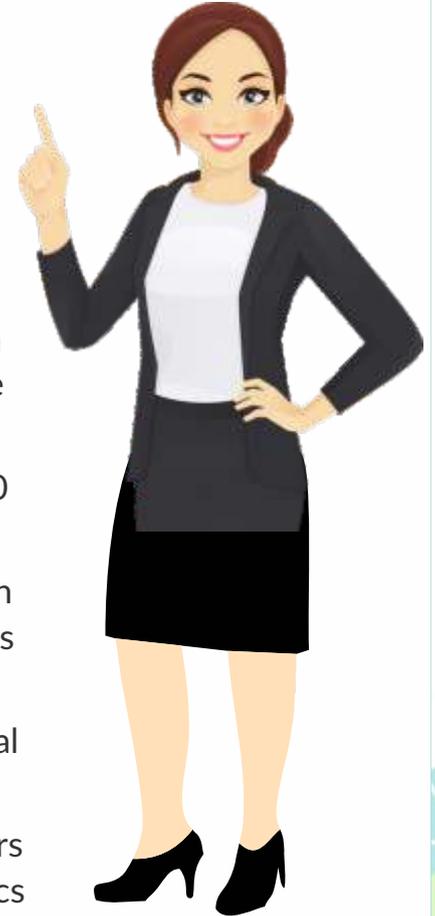
Special Invitees

- CA. Apoorva Agrawal
- CA. Sangeetha Sumesh
- CA. Sandhya Sriram
- CA. Rupa
- CA. Kala Krishnamoorthy
- CA. Sudha Michael
- CA. Anuradha Chandrasekaran



Key Highlights – CY 2022-23

1. Successfully conducted First Ever Placement Programme for Women Chartered Accountants
 - Women placement drive was virtually held at 9 bigger and 12 smaller campus centres
 - 1613 women candidates & 81 organizations registered across India
 - 1179 vacancies for Flexi-time/Part-time/Work from Home job options across India offered by the organizations
 - 97 jobs offered by reputed organizations with 50 offers accepted by women candidates
 - Virtual orientation program organised to equip women members with necessary interview/selection skills prior to actual interview dates
2. Organised 40 programs under Sky High Symposium virtual weekly series
 - opportunity was provided to over 80 women members to become speakers on technical/non-technical topics and over 120 women members to become coordinators in the program
 - More than 20,000 participants were empowered during the program with average participation of over 550 members
 - Approx 174 CPE hours
 - VCMs- 16, Webinars- 14, Virtual Programs- 10
3. Organised a session on the theme “Women- From Empowerment to Excellence- Contemporary Perspective” as a part of Iconic Day event organised by the Institute of Chartered Accountant of India to commemorate and celebrate "Azadi ka Amrit Mahotsav" on 8th June 2022 at Hotel Lalit, Delhi. Apart from the physical participation from the members, the program witnessed around 18000 virtual participation.





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4. Contributed in the ICAI Pavilion as part of ICAI in Service of CA Profession Zone to create awareness about the various initiatives of the Committee undertaken for the benefit of Women Chartered Accountants and to take valuable feedback from the WCOA Participants. Several women professionals from across the world visited the WMEC pavilion.
5. Organised a special VCM on 8th March 2022 on the occasion of International Women's Day on the theme "Women Professionals – Empowerment to Excellence". Around 2250 participants attended the VCM.
6. 24 branches across India organised Women's Day program under the aegis of WMEC in the month of March 2022
7. 8 branches including Raipur, Mumbai, Surat, Navi Mumbai, Nagpur, Ahmedabad, Thrissur, Siliguri organised Physical Women Empowerment Programs with average participation of around 100 members.
8. Organised Networking Meet on Lead to Empower with Automation and Passion at Mumbai as a side line event of WCOA. Around 80 participants physically attended the Networking Meet.
9. Organised Virtual Mentorship Programme for Women Members jointly with CPE Committee.
10. To celebrate the success of commendable number of women taking & clearing CA final examination, the Committee has initiated process of compiling data of women candidates clearing CA final exam in Nov 2022 examinations and sending them a congratulatory message along with giving them a brief introduction about the Committee.





Significant Achievements & Initiatives of WMEC for the C. Y. 2022-23

International Women's day Celebration

To commemorate International Women's Day i.e. 8th March, 2022, the Committee undertook following activities-

- 1) The committee organized a special VCM on the occasion of International Women's Day. The theme of the VCM was "Women Professionals – Empowerment to Excellence," wherein along with panel discussion with eminent Speakers, deliberations on various Initiatives undertaken/ to be taken by ICAI under the aegis of WMEC for capacity building and empowerment of Women Members were done by President ICAI, Vice President ICAI, Chairperson –WMEC and Vice-Chairperson-WMEC.
The eminent speakers of the VCM included CA Bhavna Doshi-founder partner of Bhavna Doshi & Associates LLP, CA R M Vishakha- MD & CEO, India First Life Insurance Company Limited, CA. Bhavani Balasubramanian- Chief Strategist -Diversity Evaluation for AVTAR and CA. Sangeetha Shankaran Sumesh- CFO turned Business & Leadership Coach. The VCM was attended by over 2250 participants.
- 2) Video bytes of President ICAI, Vice President ICAI, were recorded and uploaded on women portal for the benefit of all the stakeholders at large. The same was also sent to all the branches across India to be telecasted during the women members programme for motivating and inspiring women members across the country.
- 3) An informative social media creative was created and uploaded on social media platforms of the Institute and the Women Members Empowerment Committee to publicize and promote ICAI's initiatives towards women members' empowerment. Along with ICAI initiatives for women members, the creative also included women empowering schemes of Govt. of India.
- 4) In response to the WMEC mass email to branches to promote and conduct events for the benefit of women members at large during the month of March 2022, 24 ICAI branches across the country, conducted Women Empowerment programme under the aegis of WMEC.

First Ever Placement Programme for Flexi-time/Part-time/Work from Home Job Opportunities for Women Chartered Accountants:

Committee organized Placement drive exclusively for women members jointly with Committee for Members in Industry & Business (CMIB) to explore more dedicated placement opportunities for experienced women Chartered Accountants who want to work on a flexi-time/part-time/ work from home basis on 31st October & 1st November, 2022. The programme was held virtually at 9 bigger and 12 smaller centres. The facilitation covered flexi-time/ part-time/work-from-home options and was an excellent opportunity for women members not holding full-time COP and having standing of more



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than 1 year, to explore job opportunities as per their ease and comfort ability. An enthusiastic response from 81 Companies with 1179 vacancies to offer flexi-time/ part-time/work-from-home job options for women members was received. 1613 women members registered for the said placement program. 97 Unique offers were made by the recruiters wherein 50 Offers were accepted by the women members.

To help Women CAs registered for First Placement Programme, prepare them for interview and to address their queries and doubts, Committee organized Orientation Programme on 28th October, 2022. Eminent speakers addressed on pertinent topics to guide and mentor members before selection interview/test.

Azadi Ka Amrit Mahotsav- Iconic Day Event

As part of country wide Azadi ka Amrit Mahotsav initiatives, envisaged by Government of India, to commemorate and celebrate 75 years of India's Independence, the Committee organised a seminar on the theme "Women- From Empowerment to Excellence- Contemporary Perspective" as a part of "Iconic Day Event" on 8th June 2022 at Hotel Lalit, Delhi. The seminar had eminent and renowned speakers- Ms Pallavi Kumar- Executive Director- Multi Organ Harvesting Aid Network (MOHAN) Foundation-Delhi NCR; and Dr Bornali Bhandari- Senior Fellow at National Council of Applied Economic Research (NCAER). Apart from the physical participation from the members, the program witnessed around 18000 virtual participation.

Virtual Mentorship Programme for Women Members

Committee organised Virtual Mentorship Programme for Women Members jointly with CPE Committee on 25th August 2022. Following topics were covered- Online Opportunities for Women Members, How to develop Growth Mindset, Importance of health - both physical and mental (emotion management - enthusiasm - bouncing back - mindfulness - always energetic - fearless soul), Taking break - sabbatical or long inactive break from professional or entrepreneur life as positive rather than setback, Action - coming out of comfort zone, Subsidies - State - National and International - WTO Practice, Entrepreneurship- Virtual Global Consultancy & How to create Online Course and Technology for Teaching. Eminent speakers were invited in the program to deliberate on these pertinent topics.

Networking Meet on Lead to Empower with Automation and Passion

Committee organised Networking Meet on Lead to Empower with Automation and Passion (LEAP) on 16th November, 2022 at ICAI Auditorium, BKC, Mumbai as a side line event of WCOA. Ms. Kate Boorer, President CA ANZ, Ms. Gladeys Jill A. Santos, National President, ACPAPP and CA. Sandhya Sharma, CFO, Schindler India Pvt. Ltd were the eminent speakers during the meet. CA. (Dr.) Debashish Mitra, President-ICAI, CA. Aniket Sunil Talati, Vice President- ICAI, CA. Prafulla P. Chhajed, Past President & Chairman, Executive Committee- WCOA, CCM- CA. Rajkumar S. Adukia, CA. Durgesh

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Kumar Kabra, CA. Gyan Chandra Misra & CA. Sanjeev Kumar Singhal addressed the participants. Central Council Members, CA. Sushil Kumar Goyal, CA. Ranjeet Kumar Agarwal, CA. Umesh Sharma & CA. Abhay Chhajed also graced the event. Approx. 80 women members physically participated in the meet. A cultural dance program by the women members was also organised during the event to give international delegates a glimpse of our rich cultural heritage.

WCOA Pavilion

Committee contributed in the ICAI Pavilion as part of ICAI in Service of CA Profession Zone. The purpose of participating in the ICAI Pavilion was to create awareness about the various initiatives of the Committee undertaken for the benefit of Women Chartered Accountants and to take valuable feedback from the WCOA Participants. Various initiatives of WMEC were highlighted during interaction with the visiting delegates. A PPT compilation of various initiatives was also designed to be showcased in the Pavilion area. Women CAs were encouraged for their active participation in the programs/seminars/ webinars/VCMs of the Committee and to visit Women Portal regularly so that they are aware of the upcoming initiatives of WMEC. A quiz consisting of 30 questions was conceptualised and framed keeping in mind both International and domestic participants. Attractive Flash Cards were designed for each question and 4 sets of the same were printed for distribution to the interested participants of the quiz. Along with Action plan of the Committee, sustainable gift items i.e. Handbags/Sling bags were distributed to generate awareness and interest in the Committee activities to Indian as well as foreign delegates who participated in the quiz and showed interest. Approx 1000 women professionals from across the world visited the pavilion and enquired about WMEC initiatives.

Sky High Symposium

Committee organised around 40 programs under its Sky High Symposium Series. Sky high symposium is a Wednesday series of programs conducted by the Committee for the women and by the women. It is one of the WMEC's initiatives to not only disseminate information to women members on technical updation and non-technical skills but also to empower and inspire women members to come at forefront and realise their verbal skills at public forum. The sessions were taken up by eminent Speakers on pertinent technical as well as non-technical topics with average participation of over 550 members wherein opportunity was provided to over 80 women members to become speakers on technical / non-technical topics and over 120 women members to become coordinators in the program.





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The Committee organised the following VCMs/Webinars/Virtual Programs

08-03-22	VCM on “Women Professionals – From Empowerment to Excellence”
06-04-22	Sky High Symposium-1 Virtual CPE Meeting on Recent Amendments in GST Act & Key to My Success from CA to CFO
13-04-22	Sky High Symposium 2 Virtual CPE Meeting on Amendments in Finance Act, 2022 & Managing Stress Level
20-04-22	Sky High Symposium 3 Virtual CPE Meeting on New CARO 2020 & Pursue Passion with Profession
27-04-22	Sky High Symposium 4 Virtual CPE Meeting on Opportunities in Accounting & IndAS & Importance of Financial Literacy for Female
04-05-22	Sky High Symposium 5 Virtual CPE Meeting on Changing landscape in Indian tax residency provisions and its implications & Impact of Russia Ukraine War
11-05-22	Sky High Symposium 6 Virtual CPE Meeting on TDS/TCS - Issues and Intricacies & Financial Planning - Overview, Process & Opportunity
18-05-22	Sky High Symposium 7 Virtual CPE Meeting on Office Automation & Cyber Security in CA Office & Opportunities in Internal Audits
25-05-22	Sky High Symposium 8 Virtual CPE Meeting on Input Tax Credit under GST Act - Intricacies & Digital Branding for CA
01-06-22	Sky High Symposium 9 Virtual CPE Meeting on Voluntary Liquidation & Opportunities in IBC & TDS on NRI Payment & Form 15 CA/CB Certifications
08-06-22	AKAM Iconic Day Event on the theme “Women- From Empowerment to Excellence- Contemporary Perspective”
15-06-22	Sky High Symposium 10 Virtual CPE Meeting on Achieving Work-Life Balance in Professional life & Professional Opportunity as Women Independent Directors
22-06-22	Sky High Symposium 11 Virtual CPE Meeting on Recent Amendments in ITR for Non-Corporate Assessee & Developing Multi-Tasking Skills
29-06-22	Sky High Symposium 12 Virtual CPE Meeting on Recent Judicial Trends and Practical Aspects in GST & Time Management & Prioritizing
06-07-22	Sky High Symposium 13 Virtual CPE Meeting on Trust specific Provisions under Income Tax Act 1961 & SOPs - “Synonyms of Business Success

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13-07-22	Sky High Symposium 14 Virtual CPE Meeting on Cyber Security Audit Scope and Methodology & MIS Reporting: Key to Success
20-07-22	Sky High Symposium 15 Virtual CPE Meeting on Estate & Succession Planning & Non Profit Organisations- Various Statutory Obligations
27-07-22	Sky High Symposium 16 Virtual CPE Meeting on Audit, Review Documentation & Latest Amendments in GST
03-08-22	Sky High Symposium 17 Webinar on Valuation- approaches & methods & Govt. subsidy schemes for MSME sector
10-08-22	Sky High Symposium 18 Webinar on Crypto Taxation in India & Resource Management Skills
24-08-22	Sky High Symposium-19 Virtual Program on Overview of FDI & ECB under FEMA & Practice Management skills and benefits
25-08-22	Virtual Mentorship Programme for Women Members jointly with CPE Committee
31-08-22	Sky High Symposium-20 Virtual Program on Clauses under Tax Audit Report and Revised Guidance Note & Strengthen your emotional agility
07-09-22	Sky High Symposium-21 Live Webinar on Valuation in GST & Charting your Unique Journey
14-09-22	Sky High Symposium-22 Live Webinar on Revised Overseas Direct Investment (ODI) Regulatory framework & Schedule 3 of Companies Act & CARO
21-09-22	Sky High Symposium-23 Virtual Program on Ind AS 109: Financial Instrument & Peer Review- A must required Introspection
28-09-22	Sky High Symposium-24 Virtual Program on FEMA Compliance for Auditors & CSR- Recent Amendments
12-10-22	Sky High Symposium-25 Virtual Program on Investment outside India- New Regulatory Framework & Introduction of Revised Code of Ethics
19-10-22	Sky High Symposium-26 Virtual Program on TDS Obligation for NRI under Section 195 & 15CA-CB & Importance of CA in Start-up
02-11-22	Sky High Symposium-27 Virtual Program on Subsidy Schemes and Opportunities in MSME Sector & Top ROI- Active Life
09-11-22	Sky High Symposium-28 Virtual Program on Amendments and Issues in TDS/TCS Provisions & Useful Tools for Team Management & Better CA Practice



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16-11-22	Networking Meet on Lead to Empower with Automation and Passion
23-11-22	Sky High Symposium-29 Virtual Program on Annual compliances under Companies Act, 2013 & Tax exemption for Start-ups
30-11-22	Sky High Symposium-30 Virtual Program on Income Tax Act- Important Provisions & Non Profit Organizations- specific emphasis on 12A & 80G
07-12-22	Sky High Symposium-31 Virtual Program on Audit Quality Review- Process and Outcomes & Transition from Manager to Leader
14-12-22	Sky High Symposium-32 Virtual Program on NOCLAR, Amendments to SEBI LODR and its impact on Related Party Transaction & Become the Best Version of Yourself
21-12-22	Sky High Symposium-33 Virtual Program on M&A - Tax and Regulatory aspects & Conducting Internal Audit of Educational Institution
28-12-22	Sky High Symposium-34 Virtual Program on Key highlights on revised Code of Ethics & Work Life Balance and Self Care
04-01-23	Sky High Symposium-35 Virtual Program on Audit of Real Estate Entities & Intelligence Automation
11-01-23	Sky High Symposium-36 Virtual Program on Legal Compliance for Start-up & Opportunities for Chartered Accountants in Valuation
18-01-23	Sky High Symposium 37 Virtual Program on Practice Management Software - a necessity for organizing and scaling up practice & Tackling of notices after filing GSTR 9/9C
25-01-23	Sky High Symposium 38 Virtual Program on Features and Provision of ITR- U & How to win as Women Entrepreneur
01-02-23	Sky High Symposium 39 Virtual Program on Interplay between GST and IBC & Mind Management
08-02-23	Sky High Symposium 40



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The Committee organised the following other VCMs/Webinars/Physical Programs, hosted by different branches under its aegis-

Date	Topic	Hosted By
05-03-22	Women Empowerment Program- Prerana	Hyderabad
05-03-22	Seminar on Women Empowerment Program	Thane
06-03-22	Women Empowerment Program	Aurangabad
08-03-22	Women Empowerment Program	Sirsa
08-03-22	Women Empowerment Program	Erode
08-03-22	Seminar on Women Empowerment Program	Vadodara
08-03-22	Women Empowerment Program	Bhopal
08-03-22	Women Professionals: From Empowerment to Excellence	Bhilwara
08-03-22	Women Empowerment Program	Raipur
08-03-22	Women Empowerment Program	Hubbali
08-03-22	Women Empowerment Program	Gurugram
08-03-22	Program for Women Empowerment	Jamnagar
08-03-22	Women Professionals- Empowerment to Excellence	Ballari
08-03-22	Women Empowerment Program	Chennai
08-03-22	Women Empowerment Program	Guwahati
08-03-22	Seminar on Women's Empowerment	Kolkata
08-03-22	Women Empowerment Program	Pune
09-03-22	Women Empowerment Program	Ahmednagar
10-03-22	Women Empowerment Program	Karnal
12-03-22	Women Empowerment Program	Bhilai
12-03-22	Women Professionals- Empowerment to Excellence	Madurai
12-03-22	Women Empowerment Program	Sivakasi
17-03-22	Women Empowerment Program	Rohtak
26-03-22	Women Empowerment Program	Dhanbad
05-08-22	Women Empowerment Program	Siliguri
20-08-22	Women Empowerment Program- Jwala 2022	Thrissur
03-09-22	National Women Seminar	Ahmedabad
23-12-22	Seminar for Women Chartered Accountants	Nagpur
24-12-22	Seminar for Women Chartered Accountants	Navi Mumbai
07-01-23	Seminar for Women Chartered Accountants	Surat
14-01-23	Seminar for Women Chartered Accountants	Mumbai
08-02-23	Seminar for Women Chartered Accountants	Raipur

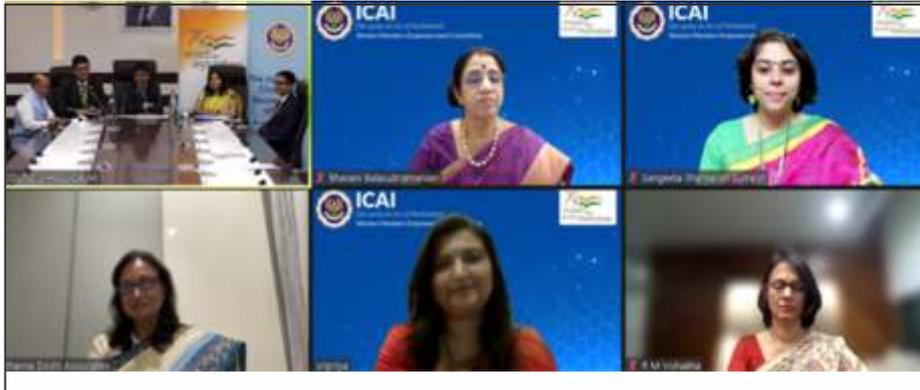


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GLIMPSES

International Women's Day Celebration 2022



Orientation Program conducted on 28th October 2022



Iconic Day Event conducted on 8th June 2022



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Virtual Mentorship Programme for Women Members conducted jointly with CPE Committee on 25th August 2022



Networking Meet on Lead to Empower with Automation and Passion conducted on 16th Nov 2022



For any Query please contact:



**Secretary,
Women Members Empowerment Committee (WMEC), ICAI**

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