



Women Members Excellence Committee

Activity Report 2024-25

Capacity Building Initiatives

Flexi & Part-time Portal for CA Women, **CA Firms & Corporates**

CA Women Excellence Awards

Conclaves – Falcon Series

Yashaswini - An IDOL Series

Sky High Symposiums

Unleash your Potential Series

Publications

Interaction with Ministries & Govt. Authorities

Excellence@360° initiatives

Networking Events



Women Members Excellence Committee (WMEC)



The Women Members Excellence Committee (WMEC) is a non-standing Committee of the Institute of Chartered Accountants of India formed under regulatory provisions of Chartered Accountants Act, 1949. The Committee was formed in the Year 2014 and thereafter has been acting as a true partner in nation building by formulating and implementing plans, policies and measures for the excellence of its Women Members.





Terms of Reference of WMEC

- To formulate and implement plans, policies and actionable measures for empowerment of Women Members
- To visualise the future needs of the Women members entering the profession and to support them in gearing up for dynamic/challenging environment
- To conduct specialised courses, seminars, conferences subjects of relevance to the profession for capacity building of women members to enable them to compete & succeed in Global work environment
- To help the women members in meeting the evolving expectations of the society visà-vis required technical, professional and social skills
- To conduct Mentorship programs on relevant topics wherein Successful practitioners, CFOs, faculties from Management Institutions and Chamber of Commerce, Professional experts, Industry leaders, Academician will be invited to guide and mentor women members of the profession
- To explore and develop new professional avenues of practice/ employment/ entrepreneurship for Women Members
- To create opportunities for women members to train and excel in their respective interest areas of technical & nontechnical field
- To organise Trainings Programmes, Workshops, Short Term Courses, Seminars, Conferences, Podcasts/ Webcasts/ Webinars and Residential Course for

- women members
- To interact with various stakeholders in various sector, self-regulatory organizations and government on matters relating to growth and development of Women Members
- To create networking opportunity for women members by organising meetings at branch/regional level
- To select awardees in various categories through a meticulous nomination and jury process to recognize the Women Members in leadership and to motivate the women fraternity
- To consider the ways and means to enhance the participation of the Women Members in the activities of the Institute
- To conceptualize and come out with various Publications /Quarterly enewsletter to assist women members in upgrading their skills and learning technology. The same will also be beneficial in furthering the interest of the members in writing skills i.e research, planning and outlining, editing, revising, grammar etc.
- Updating and maintaining of existing dedicated portal of women members
- Enhancing the Chartered Accountant brand globally by organizing International Women's Conference
- To deal with such other matter as the Council or the President or the Chairperson may consider appropriate



Members of Women Members Excellence Committee

For the Council Year 2024-25



CA. Ranjeet Kumar Agarwal

President



CA. Charanjot Singh Nanda Vice-President



CA. Priti Paras Savla Chairperson, WMEC



CA. Kemisha Soni Vice Chairperson, WMEC

Members

- · CA. Vishal Doshi
- CA. Dheeraj Kumar Khandelwal
- CA. Mangesh Pandurang Kinare
- · CA. Umesh Sharma
- CA. Prasanna Kumar D
- CA. Rajendra Kumar P
- CA. Sripriya Kumar
- CA. Sushil Kumar Goyal
- · CA. (Dr.) Debashis Mitra

- CA. Abhay Chhajed
- CA. (Dr.) Anuj Goyal
- · CA. Prakash Sharma
- CA. Sanjay Kumar Agarwal
- · CA. (Dr.) Raj Chawla
- CA. Pramod Jain
- · Shri Deepak Kapoor
- Shri Chandra Wadhwa

Co-opted Members

- CA. Rashmi Bihani
- CA. Manju Lata Shukla
- · CA. Rahul Rungta
- · CA. Chhavi Jain
- CA. Sonia Arora
- CA. Priya Agarwal
- CA. Bikash Kumar Singh

Special Invitee

- · CA. Muskan Sethia
- · CA. Parul Aggarwal
- · CA. Patni Smita
- · CA. Ruby Gadhwala
- CA. Shivani Agarwalla
- · CA. Vinita Kejriwal
- · CA. Jain Bhawna
- CA. Pooja Sanghavi



Key Highlights – CY 2024-25

- 1. Successfully organised 2nd CA Women Excellence Awards on 1st February 2025 to acknowledge, recognize and reward the indispensable contribution of women members in various professional arenas. Encouraging response was received from 105 women members who were nominated in different 5 categories.
- 2. Relaunched flexi & part time Portal for CA Women, CA Firms & Corporates for streamlining job matching. Key features of the portal are its personalised dashboard, user friendly interface, anywhere, anytime accessibility, diverse opportunities etc. API integration accelerates registration by auto-capturing data from SSP portal. More than 600 employers and more than 9000 women members registered on the portal.
- 3. Led the successful organization of the CA Women Leadership Conclave, "Falcon," which attracted over 500 women Chartered Accountants. This pioneering event, followed by the Falcon series 2.0, 3.0, 4.0, 5.0 and 6.0 empowered women professionals through knowledge exchange, leadership discussions and networking opportunities with prominent leaders from diverse fields.
- 4. Successfully released the publication titled "The Future is Female and It's Now," focusing on various aspects of women leadership.
- 5. Organised 48 programs under "यशस्विनी– An IDOL" Inclusivity | Diversity | Outstanding | Leadership webinar series after successful completion of 100 virtual episodes under Sky High Symposiums and virtual series on Unleash your Potential...Learn-Upskill-Excel
- o opportunity was provided to approx. 100 women members to become speakers on technical / nontechnical topics and approx. 200 women members to become coordinators/moderators in the program.
- o More than 20,000 members were empowered.
- 6. Organised 3 Residential Refresher Courses (RRCs) for capacity building, upskilling, networking and excellence of Women Members at Darjeeling, Manali and Mahabalipuram.

- 7. Organised Independent Directors' Conclave at Mumbai and Ahmedabad with participation of more than 800 women CAs.
- 8. Organised National Women Conference on 16th & 17th March 2024 at Ranchi on contemporary topics. Around 250 members attended the program.
- 9. Facilitated participation of women members in SAFA Women Leadership Award.
- 10. Celebrated and commemorated International Women's Day 2024 all over India on the theme Excellence@360°. More than 70 branches successfully hosted programs for Women CAs under the aegis of WMEC with participation of more than 2,500 women members.
- 11. 7 RCs/ Branches namely SIRC of ICAI, NIRC of ICAI, Jodhpur, Faridabad, Surat, Indore and Bhuj branch organised Physical Programs for women members with average participation of around 150 members.



Significant Achievements of Women Members Excellence Committee for Council Year 2024-25

2nd CA Women Excellence Awards

The Committee organised 2nd CA Women Excellence Awards on 1st February 2025 to acknowledge, appreciate and honour the contribution of women members who are at leadership position or have made substantial progress at the helm of affairs in Corporates/ Organizations/Practice or contributed significantly to the Society at large across various fields. The awards were given in five distinguished categories. Encouraging response was received from 105 women members who were nominated in different categories. A befitting award ceremony, coinciding with the World Forum of Accountants, was held at Yashobhoomi, New Delhi wherein Chief Guest Shri Arjun Ram Meghwal, Hon'ble Minister of Law and Justice of India handed over the trophies to the winner in each category.



Award Categories

- CA Woman Life Time Achievement Award
- 🜟 CA Woman of the Year Award
- CA Woman Startup Award
- 🜟 CA Woman Social Services Award
- 🜟 CA Woman Independent Director Award



CA Women Leadership Conclave "Falcon"



Aligned with the Government's agenda of Women-Led Development, the Committee successfully organised CA Women Leadership Conclave on 29th June 2024 at Hotel Sahara Star, Mumbai. This Conclave, a pioneering initiative, aimed to serve as a platform for women professionals to delve into global opportunities, foster knowledge exchange and establish valuable networks with prominent women leaders worldwide. The Conclave covered discussions on pertinent topics like Boost Your Investing Knowledge, Interaction with the Role Models in the Profession, Opportunities for Women CAs, Global Pathways to Professional Excellence, Sparkling Versatility- Multiple Facets of CAs, Gut Health and Mental well-being etc. The sessions were taken by eminent faculties viz. CA. Rachana Ranade -Finfluencer, CA. Shefali Goradia -Chairperson, Deloitte, CA. Vishakha R M - MD & CEO, India First Life Insurance Ltd, CA. Priya Bhansali - Past Central Council Member, ICAI, CA. Tanuja Bissa- Chief Financial Officer, St. Basil's Homes NSW and ACT, CA. Ashwini Sawrikar - Chief Audit & Risk Officer, Arabia Falcon Insurance Company, CA. Deepali Mehta- Indirect Tax Expert, CA. Bhavna Doshi, Past Central Council Member, ICAI, CA. Kruti Shah- Cofounder, Methodize...Organise, CA. Indresh Palan- National Swimming Champion, CA. Jaini Haria- Founder & CEO, Jaey and Ms. Payal Kothari-Integrative Nutritionist & GUT Health Coach. The Conclave was attended by more than 500 Women Chartered Accountants.

Following the tremendous success of the CA Women Leadership Conclave "Falcon" and as part of our ongoing commitment to inspire and enhance the knowledge of our female members, WMEC organised the below programs

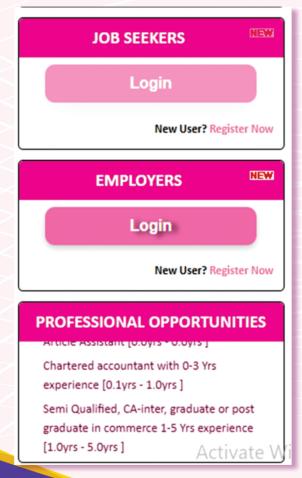
- Falcon 2.0 which was hosted by Navi Mumbai branch of WIRC of ICAI on 3rd August 2024 at Hotel Courtyard by Marriott, Nerul, Navi Mumbai. Topics covered were Professional Opportunities in Novel Areas, Success Stories & Leadership, Pitch Session-Sharks and be Shepreneurs, Professional Grooming, Health & Mental Wellness etc.
- Falcon 3.0 which was hosted by Vasai Branch of WIRC of ICAI on 4th August 2024 at GCC Club, Mira Road, Bhayandar. Coverage of the session included Women Independent Director: Opportunities, Roles & Responsibilities, Unveiling Success: Stories That Inspire Change, Forging New Frontiers in Professional Career, Office Automation Tools & Artificial Intelligence etc.
- Falcon 4.0 which was hosted by Thane branch of WIRC of ICAI on 10th August 2024 at Hotel Satkar Residency. Topics covered were Professional Opportunities in Novel Areas, Inspirational Narratives-Journey to Success, Al and Office Automation, Women Independent Director- Opportunities, Roles & Responsibilities, Physical & Mental Wellbeing etc.
- Falcon 5.0 which was hosted by Nashik branch of WIRC of ICAI on 31st August 2024 at Hotel Grand Rio, Lekha Nagar, Nashik. The sessions were taken up by eminent faculties and coverage of the session included Women Independent Directors- Opportunities, Roles and Responsibilities, Success Stories of Women CAs, Opportunities in Financial Management & Analysis and Content Creation, Physical & Mental Well-being etc.
- Falcon 6.0 which was hosted by Ahmedabad branch of WIRC of ICAI on 14th December 2024 at ICAI Bhawan, Ahmedabad wherein the topics covered were Cultivating a New Generation Investors Dive and Explore Capital Markets, Panel Discussion on FS Analysis, IFRS Applicability & Disclosures, Presentation Skill Development etc.

These events brought together distinguished dignitaries, professionals and Chartered Accountants, providing a platform for women to explore professional opportunities, exchange knowledge and build valuable networks with leading women professionals.

Flexi & part time Portal for CA Women, CA Firms & Corporates

The Committee relaunched Women Portal https://wmec.icai.org/ for Flexi & Part-time work options. This portal enables both employers and job seekers to register, facilitating better job matching and networking. Key features of the portal are its personalised dashboard, user friendly interface, anywhere, anytime accessibility, diverse opportunities etc. API integration with the SSP portal, allowing job seekers to complete forms quickly by capturing necessary data from the SSP portal, thus reducing the time required for registration. More than 600 employers and more than 9000 women members registered on the portal.









Independent Directors' Conclave

The Committee organised Independent Directors' Conclaves jointly with Corporate Laws & Corporate Governance Committee on the theme - "Shaping the future of effective Corporate Governance", a subject paramount to the integrity and sustainability of our corporate landscape, on 6th June 2024 at Mumbai and on 20th June 2024 at Ahmedabad. These Conclaves aimed to empower and encourage members to pursue careers as Independent Director, foster their professional growth and enrich their skill set through targeted technical training.



Publication on "The Future is Female and it's now"

The Future is Female And it's now



The Institute of Chartered Accountants of India
(Set up by an Act of Parliament)
New Delhi

The Committee released its new publication titled "The Future is Female and It's Now," which focuses on various aspects of women leadership. The publication consists of-

- Role of Women in Indian Philosophy and Civilization
- Women Leaders in India
- Women's Leadership across Social, Political and Corporate Realms
- Bridging the Gap: Strategies for Increasing Women Leadership
- Barriers to Women Leadership Globally and in India
- Silver lining Uprising of Young Women Leaders in India



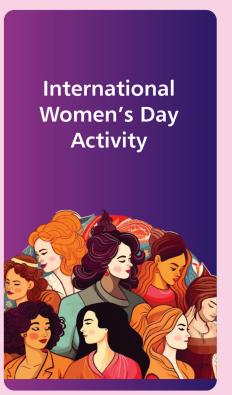
National Women Conference

The Committee organized a National Women Conference on 16th & 17th March 2024 hosted by Ranchi Branch of CIRC of ICAI at Convention Centre, Ranchi. The topics covered were- Understanding Laws – relating to harassment & assaults at work, Exploring the Unique Strengths of Women Leaders, Breaking Barriers: Strategies for Advancing in Male-Dominated Industries, From Employee to Entrepreneur–Navigating the Shift, The Evolution of Teamwork: Trends & Challenges in the Digital Era, Employment Rights: Addressing Discrimination, Harassment & Workplace Issues, Understanding Cervical Cancer: Causes, Risk Factor & Symptoms, Integrating work & Life Balance, Personal wellness & Self Care etc.

Residential Refresher Courses (RRCs)

The Committee organized below mentioned Residential Refresher Courses (RRCs) for capacity building, upskilling, networking and excellence of Women Members-

- a) Residential Refresher Course organised by Jaipur Branch of CIRC of ICAI under the aegis of WMEC for women members from 25th May to 27th May 2024 at Hotel Daffodil, Manali wherein topics discussed were New Opportunities for Chartered Accountants under various laws, Prevention of Money Laundering Act, Section 43B(h), Income Tax Audit, Big Picture Thinking- Transformational Leadership & Entrepreneurial Approach, Work Life Balance, New Labour Codes, Recent Tax issues etc.
- b) Residential Refresher Course organised by Jhansi Branch of CIRC of ICAI under the aegis of WMEC for women members from 8th June to 11th June 2024 at Sterling Resort, Darjeeling, wherein topics discussed were Complexities in accounting of hospitality sector and the way forward, Recent global tax changes, Role of women CA in new age India, Future of audit in digital age, Code of ethics and its relevance, Future of SMP in India, Discussion on Section 43 B (h) & MSME Provisions, How to start stock market investing with zero experience, etc.
- c) Residential Refresher Course organised by SIRC of ICAI under the aegis of WMEC for women members from 27th & 28th December 2024 at Blue Bay Beach Resort, Mahabalipuram wherein topics discussed were Code of Ethics- Casual Mistakes Catastrophic Effects, White Collar Financial Crimes & Warning Red Flags, Reinventing the Self etc.



To commemorate International Women's Day i.e. 8th March 2024, the Women Members Excellence Committee undertook following activities-

- 1. Video bytes of President ICAI, Vice President ICAI, Chairperson, WMEC and Vice- Chairperson, WMEC addressing women members/girl students of ICAI were recorded and uploaded on social media platforms, Committee page & women portal for motivating and inspiring women members/students across the country.
- 2. The Committee sent mass SMS to women members to wish International Women's Day to make them feel privileged.
- 3. Designed and shared an informative social media creative on social media platforms of the Institute and the Women Members Excellence Committee to publicize and promote ICAI's initiatives towards women members' excellence.
- 4. Women's Day Celebration by branches- In response to the WMEC mass email to the Regional Councils/Branches of ICAI to promote and conduct events for the benefit of women members at large, more than 70 ICAI branches across the country conducted Women Empowerment programme on the theme Excellence @360° under the aegis of WMEC with participation of more than 2500 members.





Physical programs/events hosted by Branches

The Committee organized the following physical programs for women members which were hosted by-

- a) Jodhpur Branch of CIRC of ICAI on 11th May 2024 covering topics -Understanding Lawsrelating to POSH Act for female professionals, Professional Opportunities for Women CAs, Exploring the Unique Strengths of Women Leaders, From Employee to Entrepreneur-Navigating the Shift, Physical and Mental Wellbeing & Grooming Skills etc.
- b) Faridabad Branch of NIRC of ICAI on 12th May 2024 on the topics- Work Life Balance for Women Professionals- Balancing Professional and Personal Life, Professional opportunities for women members etc.
- c) SIRC of ICAI on 20th July 2024 covering topics- Role of A CA in Nation Building, A Better Version of You, How to Excel in one's area of passion, Upskilling for 2030, Non-Traditional Areas for Women Practitioners etc.
- d) NIRC of ICAI on 24th August 2024 on the topics- Women in Leadership- Breaking the Glass Ceiling, Pinnacle: Professional Opportunities for Women CAs-Empowering Women, Enhancing Profession, Critical Analysis of Key Clauses of Tax Audit- Covering ICDS and Section 43B(h), Work Life Balance etc.
- e) Surat Branch of WIRC of ICAI on 23rd November 2024 on the topics Effective Use of AI Tools in CA Practice, Soft skills & Personality Development, Strategy Foundations for Start Ups, Panel Discussion on Capital Market-An Opportunity for Women CAs etc.
- f) Indore Branch of CIRC of ICAI on 24th January 2025 on contemporary topics & Networking for Women Members
- g) Bhuj Branch of WIRC of ICAI on 3rd February 2025 on Budget Discussion and Networking for women members.

यशस्विनी - An IDOL- Inclusivity | Diversity |Outstanding | Leadership Webinar Series

The Committee organised 48 webinars under its Wednesday Series of "यशस्विनी – An IDOL- Inclusivity | Diversity | Outstanding | Leadership".

The sessions were taken up by eminent Speakers on pertinent technical as well as non-technical topics. It is one of the Committee's initiatives to not only disseminate information to its members on technical updation and non-technical skills but also to empower and inspire them to come at forefront and realise their verbal skills at public forum. Opportunities were provided to women member to coordinate the programs as well.



Women Members Excellence Committee

The Committee organised following webinars under यशस्विनी - An IDOL Series

Date	Topics of Virtual Programs/ Live Webinars
20th March 2024	Current trends in Internal Audit Practices & OpportunitiesBe the Change
27th March 2024	 Internal Audits in BFSI Sector Role of Internal Auditor in Sustainability & Professional Opportunities
3rd April 2024	 Internal Audit & Risk – Management's perspective Report Writing- An Art
10th April 2024	 Using New Age Technology in Internal Audit Recent Developments and issues in TDS/ TCS
17th April 2024	 Section 43B(h) of Income Tax Act - Tax & Accounting Issues Key Messages for Fiscal 2024
24th April 2024	 Overview of Internal Financial Controls Audit Trial -A Practical Perspective
1st May 2024	 Issues in Audit of Real Estate Entities Making Compliance easy through Tally
8th May 2024	 SQC & Audit Quality Impact of GST Reconciliation in closing of Books of Accounts
15th May 2024	Intricacies in CARO Issues in 15CA/CB
22nd May 2024	ITR filling & Recent ChangesBusiness Analytics through Advance Excel
29th May 2024	Issues in Taxation of Non-corporate assessesCyber Security & Data Protection
5th June 2024	Intricacies in Refund under GSTWork & Time Management for Office with Technology
12th June 2024	 Voluntary Dissolution under IBC 2016 Performance Management & Appraisal -What, Why & How
19th June 2024	 Disclosure of Foreign Assets and Foreign Income in Income tax Return Audit your Organisation -IT Infrastructure (Devices, Policies and Procedures)
26th June 2024	 Evolution of Transfer Pricing Law in India and key Controversial Issues Be the Best Version of Yourself
3rd July 2024	Boosting Efficiency: AI Tools Integrated with Tally Prime Profession in the VUCA World
10th July 2024	 Internal Audit and Report Writing skills Opportunities for Women CA in MSME Sector
17th July 2024	 ITR filing with special focus on Capital Gains Beyond Numbers: Exploring Tax Content Writing
24th July 2024	Budget 2024 At a Glance Professional Opportunities in Indirect Taxes - Works Contract Industry
31st July 2024	 Practical Aspect of Faceless Assessment Gen Al with Application in CA Profession
7th August 2024	Tax Audit - updates & issues The critical role of a CFO in a changing landscape
14th August 2024	Being Extraordinary Transfer Pricing Litigation
21st August 2024	 Frauds and Protection to CA Members from Criminal Actions Impact of Budget - important aspects

Activity Report 2024-25

Date	Topics of Virtual Programs/ Live Webinars
28th August 2024	Income Tax provision related to TrustAdvancements in Chip Technology
2nd September 2024	 Demystifying Sustainability, SSE, Social Audit and Technology Al Tools- Live Demo Increasing Office Efficiency
4th September 2024	 Taxation of Income from AIF and PMS Sustainable Wellbeing
11th September 2024	 CSR Compliance in India: Key rules, roles and responsibilities Yoga for Women Health
18th September 2024	 Compliance and Governance for NGOs POSH Awareness for Professionals
25th September 2024	Issues in trust registration under the Income tax ActEssential Strategies for Effective Work-Life Management
2nd October 2024	 Form no. 3CEB - Clause by Clause Analysis Communication Skills for Success and Happiness
9th October 2024	 Beyond the Ledger: Female Leaders in Chartered Accountancy Social Audit- Audit Beyond Numbers
16th October 2024	 Key tax aspects of Alternative Investment Fund Unlocking New Career Pathways: The Value of an MBA for Chartered Accountants
23rd October 2024	 Company Formation outside India / In India by foreigners Stress Management
30th October 2024	Valuation of StartupsSleep talk & Affirmation
6th November 2024	Basic understanding of SEZ and STPIEffect of Emotions on our Body
13th November 2024	 GST Amnesty 2024 Investor Pitch Essentials: A Guide to Success
20th November 2024	Audit Trail Functionality ComplianceSoft Skills Challenges and opportunities of working in a Global Team
27th November 2024	Mergers and Acquisitions- Tax perspectiveOpportunities for CAs in Mutual Fund Industry
4th December 2024	Internal Financial Control AuditSmart Financial Planning for Women CAs
11th December 2024	 Data Analysis for Filling GSTR- 9 and GSTR- 9C using Tally Prime Building Better Financial Statement: A Key to Management Decisions
18th December 2024	Empowered Finances: Outsourcing Edge to traditional accountingAl in Finance & Accounting
25th December 2024	 Fund Raising in a Startup across Stages and Nuances Rationale, Significance & Process of Peer Review
1st January 2025	NRI Taxation & Startup AdvisoryMutual Fund Portfolios for Professionals
8th January 2025	Eligibility and Listing Requirements on the Social Stock ExchangeDigital Personal Data Protection Act 2023
15th January 2025	TDS and Recent ChangesPrevention of Sexual Harassments at workplace
22nd January 2025	Insights into Social AuditEffective Communication and Active listening
29th January 2025	 IMS in GST Art of Networking
5th February 2025	2025 Indian Budget and US Tax PreparationCervical Cancer Vaccination Awareness and Prevention



2nd CA Women Excellence Awards

Glimpses

Chief Guest - Shri Arjun Ram Meghwal, Hon'ble Minister of Law and Justice of India, CA. Ranjeet Kumar Agarwal, President-ICAI, CA. Charanjot Singh Nanda, Vice President-ICAI, CA. Priti Paras Savla, Chairperson, WMEC, CA. Kemisha Soni, Vice Chairperson, WMEC along with other Council Members and Secretary, ICAI handing over Awards to the Awardees of 2nd CA Women Excellence Awards













CA Women Leadership Conclaves "Falcon"











Virtual Webinar Series













Residential Refresher Courses



Training Programs on HR Strategies & Relationship Management



Networking Meets





Programs to Commemorate & Celebrate International Women's Day





National Women Conference hosted by Ranchi Branch of CIRC of ICAI



Independent Directors' Conclave hosted by WIRC of ICAI and Ahmedabad branch of WIRC of ICAI



Women Members Excellence Committee (WMEC), ICAI

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