



## Azadi Ka Amrit Mahotsav Activity

### “Sky High- Symposium -10 Virtual CPE Meeting (VCM)” conducted by Women Members Empowerment Committee of ICAI on 15<sup>th</sup> June 2022

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

Women Members Empowerment Committee Organises

**Sky High - Symposium-10**  
Virtual CPE Meeting (VCM)  
for Women by Women Every Wednesday

**15th June 2022**  
5.00 PM to 7.00 PM

FEES NIL 2 CPE Hours (Structured)

Registration and participation link:  
<https://live.icai.org/wmec/vcm/15062022/>

Questions related to the topic may be sent in advance at [wmec@icai.in](mailto:wmec@icai.in) or LIVE at the time of VCM itself at the same link

**Achieving Work-Life Balance in Professional life**  
**Professional Opportunity as Women Independent Directors**

**Dr. Sonal Jayaswal**  
**CA. Neha Gada**  
Special Address

**CA. Sripriya Kumar**  
Chairperson, WMEC & CL&CGC  
Vice-Chairperson, IBC Committee

**CA. Priti Savla**  
Vice-Chairperson, WMEC, CL&CGC,  
Sustainability Reporting Standards Board

**CA. Rajendra Kumar P**  
Chairman, CMA,  
GST & Indirect Taxes Committee

**Co-ordinators**

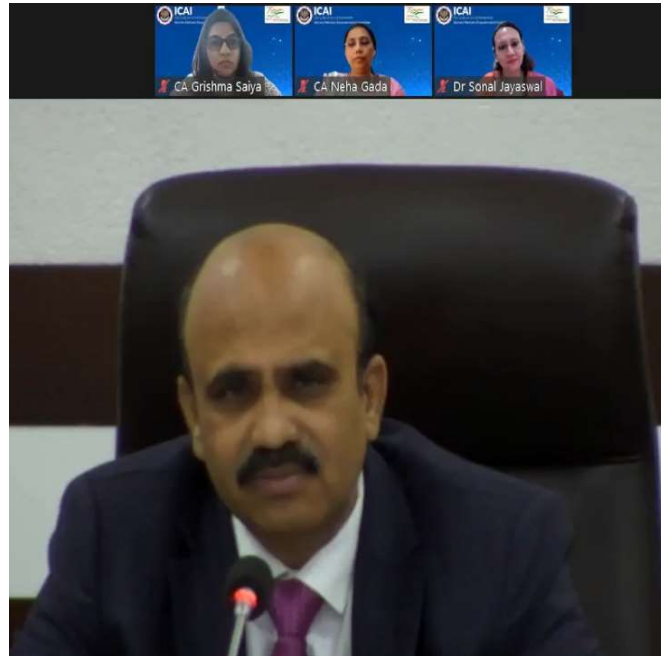
**CA. Deepika Gutgutia** **CA. Grishma Saiya** **CA. Greena Karani**

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 Women Members Empowerment Committee (WMEC) of ICAI organized “Sky High- Symposium -10 Virtual CPE Meeting (VCM)” on 15<sup>th</sup> June 2022.

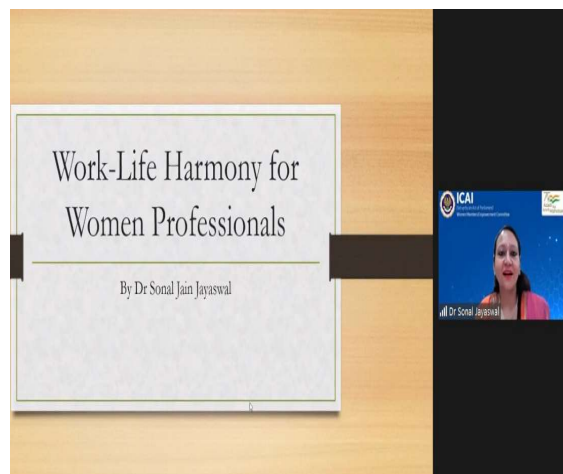
Dr. Sonal Jayaswal and CA. Neha Gada were speakers of the said VCM. Coordinators for the day were CA. Deepika Gutgutia, CA. Grishma Saiya and CA. Greena Karani.

Special address was given by Central Council Member CA. Rajendra Kumar P to all the participants.

The program was conducted by CA. Priti Savla- Vice- Chairperson, WMEC.



The VCM covered discussion on “Achieving Work-Life Balance in Professional life”. Deliberations were made on Job Burnout and its Consequences, Understanding men & women from Neuroscience, Harmonious Balanced Life Approach, Holistic Approach for achieving Work- Life Harmony, Time Management, etc.



# BURNOUT

According to the latest HBR report employee 'Burnout' is rising exponentially

WHO has officially included 'Burnout' in the 11<sup>th</sup> Revision of the International Classification of Diseases (ICD-11)

In a recent study WHO has estimated a loss of \$1 Trillion due to lost productivity each year.

So Burnout is not an Individual Concern rather it is a **Global Issue**



# Consequences of Job Burnout

Ignored or Unaddressed Job Burnout can have significant consequences, including:

- Excessive stress
- Fatigue
- Insomnia
- Vulnerability to illnesses due to Lifestyle Disorder - Heart disease, High blood pressure, Type 2 diabetes etc
- Addictions - Alcohol or substance misuse
- Emotional Disturbance - Sadness, anger or irritability
- Disturbed Relationship at Home and/or at Work
- Absenteeism & Loss in Productivity
- Mental Breakdown and in extreme cases leading to Suicides

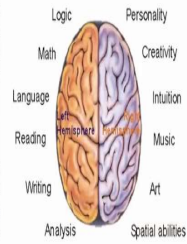


# Understanding Men & Women from Neuroscience

Men are Left-Brain oriented dealing with Logic & Reasoning while Women are Right-Brain oriented dealing with Intuition & Creativity

❖ Women have more connections going from left to right across the two halves of the brain giving them an advantage of pulling together information from different sources and drawing conclusions and also empathizing

❖ Women have larger amount of grey matter in their hippocampus a structure that plays a role in memory and left caudate which controls our Communication skills. In female brains there are more wiring in regions linked with memory and communication skills



# A HARMONIOUS BALANCED LIFE APPROACH

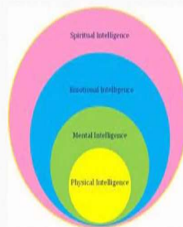


- ❖ 6 Major Areas of Women's Life
- ❖ Importance & Priority keeps changing as per Life's situation
- ❖ Understand the changing priorities and focus accordingly



# Holistic Approach for achieving Work - Life Harmony

- ❖ Physical Quotient
- ❖ Intellectual Quotient
- ❖ Emotional Quotient
- ❖ Spiritual Quotient



# Time Management (Important Vs Urgent)

	Urgent	Not Urgent
Important	1. Necessity • Crisis • Deadlines • Last Minute Preparations • Task Postpone from 2	2. Productivity • Strategy Planning • Relationship Building • Working Towards Goal
Not Important	3. Distractions • Interruptions • Calls & Messages • Social Media  Delegate	4. Waste • Trivial Activities • Time Wasters • Gossip  Learn To Say No

ABC Analysis  
 Goal is to focus on Important Tasks  
 A - Very Important  
 B - Less Important  
 C - Very Less Important



The VCM also covered Session on “Professional Opportunity as Women Independent Directors”. Topics discussed were Statistics on Women Directors, Qualifications & Eligibility for being Independent Director, Other Board Committees, Remuneration, Due Diligence before joining a Corporate, Responsibilities of Women Independent Directors, etc.



### APPLICABILITY

- Section 149 of the Companies Act, 2013 prescribes that below class of companies should have women director:
  - Every listed company;
  - Public company having paid-up share capital of Rs. 100 crores ;
  - Public company having turnover of Rs.300 crore or more.
- Based on the recommendations of SEBI's Committee on Corporate Governance chaired by Shri Uday Kotak and the SEBI LODR, 2015:
  - SEBI has mandated that at least one woman independent director should be appointed in the BOD of the top 500 listed entities by April 1, 2019.
  - SEBI has also mandated that the Board of Directors of the top 1000 listed entities must have at least one independent woman director by April 1, 2020.

### STATISTICS ON WOMEN DIRECTOR

- In the year 2015, an unprecedented number of 497 women directors were inducted into NSE-listed company boards
- About 60% of women directors are independent directors as on date.
- Companies having more than 5 women director on the board are GIC Housing Finance Ltd., Godrej Consumer Products Ltd, Godrej Agrovet Ltd, Apollo Hospitals Enterprise Ltd.

### ARE WE QUALIFIED FOR ID?

- Professional degree - Chartered Accountant
- Expertise in accounting, auditing, corporate laws, taxation and finance
- Inbuilt ability to analyse the numbers and draft decisions based on such numbers.
- Confidentiality, Integrity, Ethical.

### OTHER BOARD COMMITTEES

Following committees where women directors can serve as the members:

- Audit Committee;
- Nomination, Remuneration and Compensation;
- Risk Management Committee
- CSR and Business Responsibility;
- Stakeholders Relationship and Grievance committees


Women's representation in leadership positions in Audit and Nomination and Remuneration Committees which are the critical committees of the board, is comparatively less.

### REMUNERATION

- Generally independent women directors are compensated less than ₹1 lakh, remuneration annually.
- The remuneration to women independent directors is not satisfactory.


### DUE DILIGENCE BEFORE JOINING A CORPORATE

- Is it the company that you really want to work with?
- Are you equipped to the knowledge to meet the expectations of the company and its regulators, without assuming disproportionate risks;
- Can you demonstrate that you are independent of the company affairs ;
- Can you rely on the formal control and oversight procedures of the company?
- Can you resist unreasonable pressures from the management ?
- Can you maintain objectivity of the ID ?;




### RESPONSIBILITIES OF WOMEN INDEPENDENT DIRECTOR

- Preparation for the Board meeting.
- Clear and sound decisions relating to the company and its business.
- A free and frank expression of opinions.
- Awareness of the latest developments in the areas of the company's operations.
- The independent director have responsibility to act in the larger interest of true growth and development of the company.
- Abide by the Code of Conduct and Insider Policy of the company;
- Keep all company-related information strictly




### DUTIES OF ID

- Undertake appropriate induction.
- Regularly update and refresh skills, knowledge and familiarity with the company;
- Seek appropriate clarification or amplification of information
- Follow appropriate professional advice and opinion of outside experts at the expense of the company;
- Strive to attend all the meetings of the Board of Directors and of the Board committees of which he is the member;
- Report concerns about unethical behaviour, actual or suspected fraud, or violation of the company's code of conduct or ethics policy;



### BENEFITS OF ID TO THE COMPANY

- 01 Ensure the practice of legal and ethical behaviour at the company, and at the same time strengthen accounting controls.
- 02 Increase the popularity of the company through his contacts and expertise so as to strengthen the share capital of the company.
- 03 Be a part of long-term decisions which need to be taken, for the welfare of the company.
- 04 Help a company survive, grow, and prosper over time through improved succession planning through membership in the nomination committee.



The VCM concluded by giving Vote of Thanks to the Speakers and the participants.

### Glimpses of the Virtual CPE Meeting held on 15<sup>th</sup> June 2022



