TERMS OF REFERENCE
RING THE BELL FOR GENDER EQUALITY
IN COMMEMORATION OF THE INTERNATIONAL WOMEN’S DAY

1) Background
In commemoration of the International Women’s Day, Indonesia Business Coalition for Women Empowerment, Indonesia Global Compact Network, UN Women, and International Finance Corporation are organizing “Ring the Bell for Gender Equality” for the first time in Indonesia. The event is part of the global initiatives to increase awareness of the pivotal role the private sector can play in advancing the Sustainable Development Goal 5 on gender equality and women’s empowerment.

A number of studies have indicated that female labour force participation positively correlates with economic development. The latest McKinsey Global Institute (MGI) report in 2018 states that if both men and women participate equally in the labour force, as much as $28 trillion could be added to the global annual GDP by 2025. Further, the report indicates that if gender equality in the labour force is advanced in the Asia Pacific, about $4.5 trillion could be added to the GDP of countries in the region by 2025. This is a 12% increase compared to business-as-usual.

The private sector employs a significant proportion of the labour force and is therefore an essential partner in increasing women’s economic empowerment. At the same time, women’s economic empowerment will also bring benefit to companies that prioritize gender equality.

Indonesia has shown progress in the business sector, such as, increased number of women in leadership positions in the public and private sectors, more women entrepreneurs over the past few years, and more companies have shown initiatives to provide more opportunities for women through training and development. However, challenges remain, such as gender gaps in labour force participation, unpaid care work, under-representation in decision-making roles, as well as discrimination and violence against women.

According to a study on the implementation of Women’s Empowerment Principles (WEPs) in top 50 companies in Indonesia conducted by the Indonesia Business Coalition for Women Empowerment (IBCWE), Indonesia Global Compact Network (IGCN) and UN Women, companies in Indonesia have
implemented a number of women's empowerment programs but are often limited in their implementation. There should be stronger support for their implementation and tightening of regulations related to women's empowerment to ensure empowering women in the long run. Therefore, it is important to alert business leaders to the priority of improving gender equality and women's economic empowerment.

The Ring the Bell for Gender Equality will be supported by Indonesia Stock Exchange (IDX). The event aims to engage Indonesian business leaders in building awareness, sharing good practices and enhancing the corporate sector's commitment to advancing gender equality in the workplace through the Women's Empowerment Principles (WEPs).

2) Objectives

- To raise awareness about the importance of gender equality and Women’s Empowerment Principles (WEPS).
- To address challenges of gender equality and women’s empowerment in business.
- To inspire and encourage stakeholders to take action to advance gender equality and women’s empowerment in Indonesia.

3) Concept

The bell ringing ceremony will be followed by a moderated discussion. The guest speakers will share how private sector addressed the issues faced by women and girls, sharing best practices, and discuss how they can further improve their implementation related to women's empowerment to ensure empowering women in the long run.

The event will be held on:

Date: Wednesday, 13 March 2019
Time: 13:30 – 16:30 WIB
Place: Main Hall of Indonesia Stock Exchange Building
       Jl. Jend. Sudirman Kav. 52 – 53

The dialogue will be conducted in Bahasa Indonesia and English.
4) **Agenda**

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<th>Time</th>
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<td>13:00 – 13:30</td>
<td>Participant Registration and Networking</td>
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| 13:30 - 13:45 | **Opening**  
  • “Indonesia Raya” Anthem  
  • Welcoming Note  
    Risa Effennita Rustam, Director of Finance and Human Resources, Indonesia Stock Exchange  
  • Opening Remarks  
    Anita Nirody, UN Resident Coordinator, United Nations in Indonesia |
| 13:45 - 14:45 | **Keynote Speech:**  
  • Paul Polman, Vice Chair, UN Global Compact and SDG Advocates, United Nations  
  • Sri Mulyani Indrawati, Minister, Ministry of Finance of the Republic of Indonesia  
  **Q&A Session with Keynote Speakers**  
  **Moderator:** Y.W. Junardy, President, Indonesia Global Compact Network (IGCN) |
| 14:45 – 15:00 | **“Ring the Bell for Gender Equality” Ceremony**                      |
| 15:00 – 16:15 | **Panel Discussion “Equality Means Business”**                         |
|               | **Speakers:**  
  • Sabine Machl, Representative, UN Women  
  • Shinta Kamdani, President, Indonesia Business Coalition Women Empowerment (IBCWE), Deputy Chairperson, Indonesia Chamber of Commerce (KADIN)  
  • Ira Noviarti, VP Beauty and Personal Care, PT Unilever Indonesia, Tbk  
  • Vivin Harsanto, Senior Director of Advisories, JLL Indonesia  
  • Putri Alam, Head of Public Policy & Government Relations, Google Indonesia  
  **Moderator:** Josephine Satyono, Executive Director, Indonesia Global Compact Network (IGCN) |
| 16:15 - 16:20 | **Token of Appreciation & Photo Session**                             |
| 16:20 – 16:30 | **Closing Remarks**  
  Catharina Widjaja, Board of Indonesia Business Coalition for Women Empowerment (IBCWE). |

5) **Participants**

150 participants from corporation, academia, Government, Embassies, UN agencies, and civil society organization.