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**BHARTI FAMILY
PLEDGES 10% OF THEIR
WEALTH TOWARDS
PHILANTHROPY**

NATURAL SOLUTIONS TO CLIMATE CHANGE

NATURE CONSERVANCY'S JUSTIN ADAMS EXPLAINS WHY THE CONSERVATION, RESTORATION, AND IMPROVED MANAGEMENT OF LAND COULD BE AN INVALUABLE SOLUTION IN THE FIGHT AGAINST CLIMATE CHANGE.

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IIT ROORKEE
INVESTIGATES
THE USE OF
CRUDE
GLYCEROL FOR
PRODUCTION OF
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Someone Must Come Forward For Viraat



Rajesh Tiwari
Publisher
rt@iccsr.org

The maritime force of India has a rich history – and to showcase this we need a permanent museum – and this opportunity in form of Viraat must not be lost.

We all know the story of Vikrant, the first aircraft carrier of India. We also know that Viraat, the second carrier of India has been decommissioned. Despite lot of efforts, we could not convert Vikrant into a permanent museum, however, now we have an opportunity in form of Viraat. Let us convert her into a maritime museum.

In this, group of companies and come together, form a conglomerate and pour in Corporate Social Responsibility (CSR) funds and make something which would be cherished by generations to come. On paper it may sound easy but it is not that hard as well.

On 6 March, 2017, Viraat was decommissioned – and some states have evinced some interest. However, let's do it a corporate way even if it means signing MoUs with state governments or the Centre.

In fact, aircraft carriers have its own importance and Indian Navy is one of the few navies that have aircraft carriers. As of now, we have INS Vikramaditya, which is an ex-Soviet era carrier. Vikrant and Viraat had been British-origin carriers. India is also making a carrier by its own and it is going to be majorly indigenous.

The maritime force of India has a rich history – and to showcase this we need a

permanent museum – and this opportunity in form of Viraat must not be lost.

It will help in imparting defence culture among the common man. Also it needs to be noted that only one ocean in the world is named after a country, ie, Indian Ocean.

India also has the distinction of being the only country in the world which have maritime boundaries with seven other countries including Pakistan.

Besides the Indian Ocean on the South, the country on the West have the Arabian Sea and on the East, the Bay of Bengal. A sprawling coastline of 7,562 kms with 13 major ports and over 100 minor ports, as many as 939 charted islands, spread over two seabords, indeed affords us to have a strategic maritime depth and flexibility.

The Exclusive Economic Zone (EEZ) of India is around two million sq kms. The strategic importance of the Indian Ocean today stems from the fact that three of world's oldest and busiest sea routes – Gulf/Gulf of Aden, Malacca Straits, Cape of Good Hope/Gulf-Malacca Straits, Malacca Straits/Bay of Bengal, all lie in the Indian Ocean Region, providing international seaways for trade since the early years.

All these need to be told to the younger generations and museums are the best way.

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Amazon.in Transforms Lives Of Over 35,000 Citizens In Its Three Community Centers In Mumbai

With the vision of 'Creating opportunities and Transforming lives,' Amazon.in under the aegis of its Amazon Cares program, sets up Community and Resource centers around its fulfilment centers. In India, there are 12 such centers, 3 of which are in Bhiwandi, near Mumbai. Based on the needs of the local community, Amazon Cares designs programs which have impacted lives of over 35,000 people in Bhiwandi this year, in the areas of Education; Skill Development & Livelihood; Health & Hygiene; and Women Empowerment.

"As a corporate member of these communities we believe we have to play our role in creating opportunities that will transform the lives of these local communities. Our holistic program aims to create and facilitate all-round development of children, women, youth and local communities across all age groups through the use of technology and literacy tools. We hope our regular workshops, training and awareness programs will help us engage with them effectively and will play a key role in their growth and development," said Akhil Saxena, Vice President, India Customer Fulfilment, Amazon India.

The education support initiative focuses on creating opportunities and enabling access to quality education for the children by organizing workshops to introduce new methods of learning, reading and writing and visits to the science laboratory. As part of this initiative, Amazon distributed backpacks to close to 1,800 students and also set-up a Planetarium in Thane to which around 1,300 schools have access.



Women from Amazon.in's Community Centers in Mumbai show their certificate of completing various Skill Development Trainings from Amazon.in under its Amazon Cares Program.

Furthermore, Amazon recently distributed laptops to 25 government schools and also set up a computer lab in its resource center aligning its computer literacy program with the National Digital Literacy Mission (NDLM) under which students are trained in basic & advanced computer skills, and other job-oriented courses. Close to 20,000 students and teachers have benefitted from this program.

The health initiative focuses on promoting & advocating preventive health care by setting up Medical camps through partnerships with the local community and the district government. Some of the initiatives planned on sanitation include organizing health camps, developing tools and methods to reduce maternal illness, awareness program on family planning and immunization. Amazon Cares also organized Mammography camps which educated over 150 women on breast cancer awareness. There have been many other initiatives such as orientation on personal hygiene and awareness on diseases and

sanitation. The focus is also to create a clean and safe environment by implementing the Government initiative of 'Swachh Bharat Abhiyaan' and other awareness and advocacy programs on hygiene and house-hold waste management. More than 12,500 adults and children have benefitted from these initiatives in 2017.

The livelihood initiative focuses on creating awareness among the community about Government schemes designed to support the economically weaker sections of the society. Close to 400 people have benefitted from our work in this initiative. To empower local women and enable them to be financially independent, the Community center conducts trainings for SHG (Self Help Group) formation and conflict resolution. Additionally, Amazon Cares also organizes vocational training programs on tailoring and spice making and facilitates linkages with government schemes. The program empowers women to utilize their skills to network, sell their products and earn income for their families.

Cryptocurrency Takes Centrestage At Wonderfruit

Asia's biggest party already features organic farms, water filtration systems for refilling and carbon offsets in mangrove trees. This year, it takes sustainability to the next level with cryptocurrency, writes Hannah Fernandez



Wonderfruit's colourful activities are grounded by sustainability principles and seeks to promote personal responsibility. Here is one of the permanent structures designed by world-class sculptors and engineers who use sustainable materials to realise their architectural creations. Image: Wonderfruit

In a country famed for its lively island parties, Thailand's annual sustainability festival Wonderfruit stands out for setting new standards of environmental and social consciousness for revellers.

This December, the four-day arts and music event is taking sustainability to the next level by introducing cryptocurrency.

For the first time, the festival is going to pay their artists for their services using a

digital currency that also supports the protection of mangrove forests in neighbouring Myanmar. Simply put, cryptocurrency is a digital currency which uses encryption techniques to regulate and verify fund



NATURAL SOLUTIONS TO CLIMATE CHANGE

In response to climate change, land is key. Today, agriculture, forestry, and other land uses account for roughly a quarter of global greenhouse-gas emissions. But adopting sustainable land management strategies could provide more than one-third of the near-term emission reductions needed to keep warming well below the target – 2°C above pre-industrial levels – set by the Paris climate agreement.

Conservation organizations like mine have long been working to balance the interaction between people and nature. But only recently have we fully grasped just how important land-use management is in addressing climate change.

With the development of remote sensing, artificial intelligence, and biogeochemical modeling, we can better forecast outcomes, and develop strategies to manage and minimize adverse consequences.

Nature Conservancy's Justin Adams explains why the conservation, restoration, and improved management of land could be an invaluable solution in the fight against climate change.

Some of the most promising ways to mitigate climate change are what we call “natural climate solutions”: the conservation, restoration, and improved management of land, in order to increase carbon storage or avoid greenhouse-gas emissions in landscapes worldwide. The full potential of these solutions is detailed in a new study produced by my organiza-

tion, the Nature Conservancy, and 15 other leading institutions.

Among the most important natural climate solutions is protecting “frontier forests” – pristine woodlands that serve as natural carbon sinks. Intact tropical and northern forests, as well as savannas and coastal ecosystems, store huge amounts of carbon accumulated over centuries.

Bharti Family Pledges 10% Of Their Wealth Towards Philanthropy

Envisions significant step up in scope and reach of Bharti Foundation's initiatives to create opportunities for the underprivileged and contribute to nation building



(From left): Rajan Bharti Mittal, Vice-Chairman, Bharti Enterprises, Sunil Bharti Mittal, Founder and Chairman, Bharti Enterprises and Chairman, Bharti Foundation, Rakesh Bharti Mittal, Vice-Chairman, Bharti Enterprises and Co-Chairman, Bharti Foundation at the announcement of Bharti Family's pledge towards Philanthropy in New Delhi

The Bharti Family, which has built one of India's leading business enterprises, has pledged a part of their personal wealth for philanthropic purposes. The Family has decided to pledge 10% (Rs 7,000 crore) of their wealth, including 3% of their stake in group flagship Bharti Airtel, towards supporting the activities of Bharti Foundation, the Group's philanthropic arm, one of the few professionally

managed philanthropic bodies in India. With this commitment, the Bharti Family envisions to significantly step up the scope and reach of Bharti Foundation's activities, and further enable the Foundation to develop and execute innovative development models to support the aspirations of India's underprivileged including students of Satya Bharti Schools.

Set up in the year 2000, Bharti Foundation has grown in scale and stature, and

evolved well beyond customary cheque book philanthropy to design and implement innovative development models, particularly in the area of education. Led by a full time CEO and COO, the Foundation's team of over 200 highly motivated professionals and approx. 8000 teachers work across multiple programs in the areas of education of approx. 240,000 underprivileged children in rural India. Bharti Foundation has also supported the creation of Bharti School of Telecommunication Technology & Management at IIT Delhi, Bharti Centre for Communication at IIT Mumbai and Bharti Institute of Public Policy at ISB Mohali. The Foundation has also instituted a number of scholarship programs, the prominent being scholarship for Indian students studying at the University of Cambridge, UK.

Bharti Foundation is a leading contributor to the Swachh Bharat Abhiyan that is addressing the sanitation needs of poor households in the country. The Foundation has built approx. 18,000 toilets in Punjab's Ludhiana making it an Open Defecation Free (ODF) district benefitting approx. 90,000 people. Bharti Foundation has now undertaken another similar initiative to make Amritsar District in Punjab ODF with a target to build 50,000 toilets in collaboration with the Punjab Government. With this, Bharti will become the first corporate to facilitate

Big Green

*How Canopy's founder is winning converts with her gospel of deforestation, writes **Heather Clancy**, Editorial Director, GreenBiz*

To Nicole Rycroft, founder and executive director of non-profit Canopy, ancient forests are the “cathedrals of the natural world.”

Species of all shapes and sizes make up the diverse congregation worshipping within. Birds fill the choir lofts with their sometimes-cacophonous hymns. They are joined (more often than not) by indigenous peoples who faithfully worship the scripture of conservation, respect and co-existence.

“I think the Australian bush and a deep love of wild places got woven into my fabric at a very early age, in childhood,” Rycroft mused, when I wonder why forests became her cause célèbre almost 20 years ago. “That’s definitely at the base of why forests have become so much a part of my life. And I think the other thing for me is that the importance of protecting forests is terribly underappreciated. I sometimes describe myself as a social justice activist trapped in the body of an environmental activist.”

Actually, that’s exactly what Rycroft was doing when the inspiration for Canopy became a seed in her imagination. Prior to launching her own organization, the Australian native worked in a rebel war zone in Burma, where she witnessed firsthand the link between forest ecosystem devastation and human rights abuses – and learned that effective campaigns can be grounded in hope and cooperation. “You can’t get through life without a wicked sense of humor,” Rycroft said, recalling the frequent

laughter and spirit of her team along the Burmese border.

When it comes to inspiring corporate forest strategies, however, Canopy’s influence is no joke. Even though its budget is just \$1.4 million for fiscal 2017, the organization is allied with more than 750 companies – including the likes of H&M, Levi Strauss & Co.,



Rycroft recently relocated to London to build Canopy's European operation, but can often be found in the field.

Penguin-Random House, Sprint and Zara – that have committed to changing business processes that could threaten ancient and endangered forests.

What’s more, the 11-person non-profit gets less than 2 percent of its operating funds from what could be considered donations – about 70 percent of the last year’s donations were from foundations, 13 percent from individuals. Some of the money it collects from corporate partners is meant to cover the costs of things like meetings.

Canopy has actually has set a policy that limits corporate funding to 25 percent, al-

though it is far below that ceiling, Rycroft says. That ensures that the organization can focus on change that could affect an entire sector than just the companies that can afford to write big checks, she notes. It refuses money from organizations involved in logging, fossil fuel extraction, manufacturing arms or that have been linked with “egregious” human rights or environmental violations. In fiscal 2018, Canopy hopes to have an estimated budget of around \$2 million.

“We’re really looking to build transformational relationships with the companies that we work with,” Rycroft explained. “So, when they sign on and develop a policy with Canopy, there is not an insignificant amount of work they take on doing to engage their suppliers, to shift their internal practices. And what we tend to find is that as soon as a check gets slid across the table, our observation is that it changes the power dynamic of the relationship and the relationship and the relationship shifts to being more transactional, rather than transformational.”

From fiction to fashion

As you might expect, Vancouver-based Canopy’s initial mission starting around 2000 was focused on influencing the consumption of paper – and convincing book publishers to wean their printing presses off pulp harvested from ancient forests. “Canopy’s role is to build a base of support and a base of powerful advocates for forest conversation,” Rycroft said.

Maharashtra Government Links Up State Medical Colleges For Cancer Care, Education & Training

Initiative by Maharashtra Government, Union Government, Tata Memorial Hospital, National Cancer Grid, Department of Atomic Energy and Tata Trusts

The Government of Maharashtra, National Cancer Grid, Tata Memorial Centre, the Government of India's Department of Atomic Energy, and Tata Trusts organised Maharashtra's first Virtual Tumour Board (VTB) meeting, connecting the state's government medical colleges to provide access to expert opinion to cancer patients from the state's remotest corners from a multi-disciplinary panel of cancer experts from across the country.

The VTB launch witnessed participation from 13 government medical colleges, Tata Memorial Hospital and other hospital members of the National Cancer Grid. The inaugural session took place in the presence of Girish Mahajan, Minister for Medical Education, Maharashtra.

Mahajan said "I would like to thank Tata Trusts, Tata Memorial Center and the National Cancer Grid for this initiative. The Tata name has been associated with cancer care across the country for a long time. Tata is not only a business name but is also associated with health care. We are now able to start cancer care centers on the basis of the work done by the Tata hospitals

both in this state and across the country for which we are grateful. Through these colleges and the virtual tumour board, people in the remote areas of our state can now get an accurate diagnosis, proper and affordable treatment."

R. Venkataramanan, Managing Trustee, Tata Trusts, said, "There is an acute shortage of skilled manpower, especially oncologists, in the country to provide adequate care to the 14.5 lakh new cancer cases every year. Today, we move beyond our conventional ways of working and remote care models like this will go a long way to promote use of technology to decentralize cancer treatment and hence enable access to high quality cancer care in the state's remotest corners. Tata Trusts are pleased to partner With the Govt of Maharashtra and be working with the medical colleges in making this happen."

Burzis Taraporevala, CFO and Company Secretary, Tata Trusts, said, "The National Cancer Grid which was started about 5 years ago is responsible for connecting various hospitals towards improved cancer care. In these five years, we have through Internet connectivity and

bandwidth connected about 120 hospitals and cancer care units.

This virtual tumour board allows 40 or 50 of these cancer hospitals and centers to come together to discuss these cases and arrive at a conclusion as to the most effective and affordable treatment for the patient. This is the first time in history that this kind of grid has come about and the role of Tata Trusts is to see that through proper bandwidth and connectivity skills and care are improved, such that there is affordable and accessible care and at the same time the care is of good quality."

This pioneering effort by the Maharashtra Government aims to provide both evidence based cancer care and upgrade skills and knowledge of clinical staff, in line with the Prime Minister, Mr. Narendra Modi, and the Chief Minister, Mr. Devendra Fadnavis' thrust to enhance research capability and capacity in the sector. The initiative is being led by the National Cancer Grid (NCG), an initiative of the Tata Memorial Centre and Department of Atomic Energy, which is a network of 124 major cancer centres in the country with the mandate of establishing uniform standards of pa-

THE INSIDE VIEW

10 Minutes With Christopher Gavigan, Honest Company

What makes them tick? What's their unique way to create impact? What have they learned that works? This time, it's Christopher Gavigan, co-founder and chief purpose officer at the Honest Company, speaks to Bob Langert, Editor at Large, GreenBiz Group, Former Vice President of Sustainability, McDonald's.

Bob Langert: You studied behavioral psychology. Changing behavior is always a hard thing to do. Have you been able to apply that in your business?

Christopher Gavigan: People are creatures of habit and sometimes we fall into these habits and these habitual daily actions without really much conscious thought. I'm a firm believer that the best way to engage and apply corrective action or to shift people's mindsets is through a relationship of trust, emotion, empathy and vulnerability.

Consumers are looking for an advocate, they're looking for a friend, they're looking for some type of partner who they can trust, especially during the major life moments of having a new baby, a new home or a new family. They don't know who to turn to; there can sometimes be a generalized lack of trust and more of a distrust of certain institutions. So being one of the founders and a representative of the Honest brand, it's my job to uphold and express our brand values through all customer touchpoints such as in our written copy,



visual representations of the brand, as well as through our products.

Langert: Tell me a little bit about how you put this into action.

Gavigan: In crafting our new line of Honest cleaning products, we've invested a lot of our research and development resources and countless hours towards innovation of efficacy and performance. The challenge typically in the green chemistry area is how to bring these plant-based technologies and proprietary formulas to the world, where, at the end of the day, a mom or the end consumer is really just wanting a cleaner to do its job, right? Show me performance. Show me results.

Therefore, you can have strong, powerful formulas, but you really need to be selective and thoughtful on all marketing, sales and education materials, choosing words that acknowledge the compromise in the traditional "green cleaning" space.

At the same time, we challenge the status quo in this space and showcase our relationship as a partnership. So, we say "This is clean," and it's a tagline, but we are really alluding to "clean without compromise." There's very intentionally a double meaning there. We think of compromise as very much a part of the traditional cleaning segment, so it's our job to remove the stigma and to express ourselves in a positive way. We aim to showcase the fact that in this shift, you no longer have to have a behavioral concession as you have in the past.

Langert: I know your company has been through some scrutiny and challenges on claims. Are they tough to deal with?

Gavigan: I would say personally it does hurt. It's highly disappointing to get at-

100 Per Cent Renewable Electricity In Reach By 2050

It may sound fanciful, but researchers say a world running on 100 per cent renewable electricity is attainable by mid-century, or even earlier.

If you think a world powered by 100 per cent renewable electricity – and significantly cheaper than today’s – is an impossible dream, there’s a surprise in store for you. A new study says it’s already in the making.

A global transition to 100 per cent renewable electricity, far from being a long-term vision, is happening now, the study says. It is the work of Finland’s Lappeenranta University of Technology (LUT) and the Energy Watch Group (EWG), and was published at the UN climate change conference, COP23, which is meeting in Bonn, Germany. The authors say a global electricity system based entirely on renewable energy will soon be feasible day in, day out, at every moment throughout the year, and would be more cost-effective than the existing system, based largely on fossil fuels and nuclear energy.

Current renewable energy potential and technologies, crucially including storage to guarantee a constant power supply, can generate sufficient secure power to meet the entire world’s electricity demand by 2050,

they argue. With political backing it could happen even sooner.

The total levelised cost of electricity – roughly, the average cost – for 100 per cent renewable electricity in 2050 would be €52/MWh, compared with €70/MWh in 2015.

There is no silver bullet in their approach. Their model – the first of its kind, they say – simply simulates the most efficient energy

supply with an optimal mix of technologies and locally available renewable resources.

A transition to 100 per cent renewables would bring greenhouse gas emissions in the electricity sector down to zero and drastically reduce total losses in power generation. It would create 36 million jobs by 2050, the study says, 17 million more than the sector has today.

“There is no reason to invest one more dollar in fossil fuel or nuclear power production”, said EWG president Hans-Josef Fell. “Renewable energy provides cost-effective power supply.



Energy transition is no longer a question of technical feasibility or economic viability, but of political will.”

—CHRISTIAN BREYER
RESEARCH LEAD AUTHOR AND PROFESSOR
OF SOLAR ECONOMY, LAPPEENRANTA
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Cost saving

“All plans for further expansion of coal, nuclear, gas and oil must be stopped. More investment needs to be channelled into renewable energies and the necessary infrastructure. Everything else will lead to unnecessary costs and increasing global warming.”

“A full decarbonisation of the electricity system by 2050 is possible for lower system cost than today, based on available technol-

Nutrition Crisis In India And Around The World Threatens Human Development; Demands Pressing Response – Global Nutrition Report 2017

*India faces a serious nutrition-related challenge, stemming from both undernutrition and obesity, the authors of **The Global Nutrition Report 2017** said.*

In all 140 countries studied, including India, the report found ‘significant burdens’ of three important forms of malnutrition used as an indicator of broader trends: 1) childhood stunting, children too short for their age due to lack of nutrients, suffering irreversible damage to brain capacity, 2) anaemia in women of reproductive age, a serious condition that can have long term health impacts for mother and child, and 3) overweight adult women, a rising concern as women are disproportionately affected by the global obesity epidemic.

In India, latest figures show that 38% of children under five are affected by stunting and 21% of under 5s are defined as ‘wasted’ or ‘severely wasted’, meaning they do not weigh enough for their height. Over half of women of reproductive age (51%) suffer from anaemia; and more than one in five (22%) of adult women are overweight. While the country has shown some progress in addressing under-5 stunting, it has made no progress or presents worse outcomes in the percentage of reproductive-age women with anaemia, and is off course

Global Nutrition Report 2017 finds significant burden of malnutrition in India and in all 140 countries studied

Childhood stunting, anaemia in women of reproductive age and overweight adult women are ‘significant burdens’ in all 140 countries studied, including India

in terms of reaching targets for reducing adult obesity and diabetes.

“India’s government is recognizing that the country cannot afford inaction on nutrition but the road ahead is going to be long. The Global Nutrition Report highlights that the double burden of undernu-

trition and obesity needs to be tackled as part of India’s national nutrition strategy. For undernutrition, especially, major efforts are needed to close the inequality gap” said Purnima Menon, independent expert group on the Global Nutrition Report, and Senior Research Fellow in the International Food Policy Research Institute (IFPRI)’s South Asia Office in New Delhi.

On an international level, nutrition is recognised as key in enabling sustainable development. Corinna Hawkes, Co-Chair of the Global Nutrition Report’s Independent Expert Group and Director of the Centre for Food Policy at City, University London, commented: “We will not achieve any of the Global Goals for Sustainable Development (SDGs) by the 2030 deadline unless there is a critical step change in our response to malnutrition in all its forms. Equally, we need action throughout the goals to tackle the many causes of malnutrition.”

The Global Nutrition Report 2017 calls for nutrition to be placed at the heart of efforts to end poverty, fight disease, raise educational standards and tackle climate

In Nairobi, A Chain Of Micro-Clinics Delivers Health Care Where It's Needed Most

A social enterprise in Kenya is offering an alternative to essential health services through a model that its founders say is sustainable and could work in other developing countries.



The micro-clinic model works in such a way that patients pay modest sums for services and donors pick up the tab for some services – a system which its founders say is self-sustaining..

On a humid afternoon at a health clinic in the informal settlement of Kiambiu, medic Mercy Wanza is busy taking the vital signs of new patients and entering their data into a computer system. The clinic Wanza works at is called Access Afya.

It's part of a chain of three clinics located in some of Nairobi's largest slums. The clean white walls inside the clinic are a stark contrast with the dusty unpaved street outside.

Although on this afternoon the number of patients at the clinic is small, Wanza says she has served some 70 patients

since morning, including many children. She and the other staff can test and treat for diseases common in the area, such as malaria, diabetes and typhoid, screen for cervical and prostate cancer, and perform minor surgeries.

Health facilities like this are rare in Nairobi's sprawling informal settlements, where an estimated 60 per cent of the Kenyan capital's 6 million people live.

And most residents are too poor to afford health services in well-equipped private medical institutions. As a result, communities like Kiambiu score poorly on common health indicators such as child mortality and prevalence of disease.

But Access Afya, a social enterprise founded in 2012, is offering an alternative. Its chain of micro-clinics offers essential health services to slum dwellers, supplementing the efforts of the government and other health providers, and offering a model that could work in other developing cities surrounded by fast-growing informal areas.

Melissa Menke, the founder and chief executive officer, says Access Afya works under a belief that every Kenyan should have a safe first access point into the health

Gender Equality Makes Good Business Sense:

Martina Navratilova

Tennis legend and campaigner for women's rights Martina Navratilova calls on businesses for equal pay and diversity, as this yields for better financial and social success.

The global fight for gender equality is far from over, and even countries that are perceived to be advocates of women's empowerment have much to improve on in terms of workplace diversity and wage parity.

This was the message given by 18-time Grand Slam champion and gender equality advocate Martina Navratilova at the second BNP Paribas Sustainable Future Forum on October 26 in Singapore.

POLICY & FINANCE

In her keynote address, Navratilova told the audience of 400 about how she first learned in the 1970s that male and female tennis players were not paid equally in Grand Slam tournaments. Every year since then, Navratilova has rallied her colleagues at the Women's Tennis Association (WTA) to demand nothing less than equal pay for each Grand Slam.

True wage equality came only three decades later in 2007 when the Wimbledon became the last of the four major tournaments to award equal prize money to its

players. The US Open was the first to roll out pay parity in 1973, followed by the Australian Open in 2001 and the French Open in 2006.

Though competitive tennis may have closed the gender wage gap, the problem is rampant in society, noted Navratilova. She added that while Singapore has been a

to work five more years to make the same amount of money, said Navratilova.

She also cited the example of a recent furor over pay disparity in the United Kingdom's national broadcaster British Broadcasting Corporation (BBC), where two thirds of those earning 150 pounds a year were men.

To fix this global issue, the WTA legend called on companies to lead on advocating for equal pay and diversity in businesses comma as this would lead not just to better results financially but also have positive social impacts.

She cited a study by the McKinsey Global Institute in 2015 which found that advancing women's equality

can add as much as US\$12 trillion dollars to the global economy. Data from consulting outfit Catalyst also shows that firms with women holding executive positions have a 34 per cent higher return for shareholders compared to those that do not. Gender



The tennis star and LGBT rights advocate tells an audience that the fight for gender equality is something she pushes for "every single day of her life", but says it is a change worth making.

leader in narrowing the gender pay gap, on average, men in the city-state still earn 18 per cent more than women for doing the same job.

The figure may seem small but if expanded to 30 years, this means a woman has

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Company: Glaze Trading India Pvt. Ltd.

Job ID: 60043275

Designation: CSR / Corporate Social Responsibility

- **Experience:** 5 to 10 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Consumer Durables / FMCG
- **Location:** Delhi
- **Key Skills:** Drafting communication mails finalizing social media aware of the CSR events Shortlisting suitable events
- **Job Function:** Corporate Planning / Consulting / Strategy
- **Specialization:** Business Analysis , Corporate Planning / Strategy
- **Qualification:** Any Post Graduate
- Any Graduate

Job Description:

- Monitor the execution of Galway Foundation (CSR Wing of Glaze Trading India) projects

- Financial as well as operational tasks to be monitored separately for each project
- Drafting communication mails for internal interactions and interactions with other NGOs and external entities
- Report preparation regarding the working of each project
- Time to time internal audit of files and soft copy sheets
- Prepare and share the URD (User requirement document) for Galway Foundation software and Mobile application
- Reviewing and finalizing social media contents and posts.
- Be aware of the CSR events. Shortlisting suitable events for Galway Foundation presence and coordinating of the same.
- Synchronizing various procedures for effective running of Galway foundation centers present throughout India.

Company: CONNEXIONS

Job ID: 60090444

Designation: Manager Corporate Social Responsibility

- **Experience:** 5 to 10 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Retailing
- **Location:** Mumbai
- **Key Skills:** CSR related activities CODE OF CONDUCT related activities POSH related activities
- **Job Function:** Corporate Planning / Consulting / Strategy
- **Specialization:** Business Strategy , Corporate Planning / Strategy
- **Qualification:** Any Graduate

Job Description:

The selected incumbent will be responsible for

1. CSR related activities
2. POSH related activities