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# CSR missions to emulate



**Rajesh Tiwari**  
Publisher  
rt@iccsr.org

**You don't have to be a Google-size company to benefit from being green. Installing energy-efficient lights, allowing telecommuting, and recycling will not only improve your world, it will result in quantifiable cost savings that you can see in the bottom line.**

*CURT MORENO recently wrote a fantastic piece on what's indeed show case the importance of CSR for corporate and how effectively it can be used to build a global brand and its reputation and CSR today is happy to excerpt some of the key points so that readers get to know and adopt some of these globally acclaimed concepts.*

**I**t is no secret that some of the world's largest and most successful corporations are incorporating good corporate citizenship into their culture. But how are they doing it? How are they benefiting? And how can you follow their leads? Just look at these three great examples of corporate social responsibility.

**1. Google.** For many people, their first exposure to a corporation working for "good" was related to Google. The search giant has made aggressive moves on multiple fronts toward good citizenship, but it is clear that, as one of the world's largest corporations, every single effort is paying off. For example, Google Green is a corporate effort to use resources efficiently and support renewable power. But recycling and turning off the lights does more for Google than lower costs. Investments in these efforts have real-world effects on the bottom line. Google has seen an overall drop in power requirements for their data centers by an average of 50 percent. These savings can then be redirected to other areas of the business or to investors.

You don't have to be a Google-size company to benefit from being green. Installing energy-efficient lights, allowing telecommuting, and recycling will not only improve your world, it will result in quantifiable cost savings that you can see in the bottom line.

**2. Xerox.** The printing giant has multiple programs for donating and supporting programs for social responsibility. Their Community Involvement Program encourages it by directly involving employees. Since 1974, more than half a million Xerox employees have participated in the program. In 2013 alone, Xerox earmarked more than \$1.3 million to facilitate 13,000 employees to participate in community-focused causes. The return for Xerox comes not only in community recognition, but also

in the commitment employees feel when causes they care for are supported by their employers.

Maybe your firm doesn't have 13,000 employees, but that doesn't mean you can't benefit from this method. By incorporating a limited number of billable hours per year for volunteer efforts, you will enjoy the dual effects of helping your community as well as increasing your employee morale and therefore productivity. Perhaps organizing large group activities for charities such as Habitat for Humanity can bring your group together, and you can spread your name with inexpensive event T-shirts.

**3. Target.** Very often the idea of "good corporate citizens" can seem like a concept that is completely removed from our day-to-day realities. Sure, mega-corporations can have volunteer programs or philanthropic arms that focus on big-picture issues, but that seems so highbrow. If that is how you think, then take a look at Target. While many shoppers may think of it as just another big-box retailer, Target is more than just a place to buy tires and milk.

Since 1946, Target has been committing more and more effort and assets toward local and environmental support for the communities in which they have stores. Over the past several years, the company's efforts – from growing sustainable practices to educational grants – have amounted to 5 percent of its profit going to local communities. That's \$4 million each week! In the area of education alone, Target has donated more than \$875 million since 2010.

The cost to the bottom line will quickly be reimbursed when you see your socially active employees producing more and your supported community engaging with your firm. For the survival of this planet, it's crucial for people to do their part to improve the world. The bonus is that they will get so much in return.

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## Enabling Talented Needy Students In Mumbai



**M**erck, a leading science and technology company, announced that it has presented 89 talented students from underprivileged families in Mumbai with a study scholarship from the Merck India Charitable Trust (MICT), that will support them from Std XI until graduation, covering a period of 5-7 yrs of education. The scholarship amount of Rs 35000/- per student per year will support the study fees, study material and additional coaching that students would require during their graduation in professional courses like engineering and medicine or arts and science courses. The students from underprivileged families in Mumbai were selected on the basis of their high scores in Std. 10 and their scores in the aptitude test conducted by Merck. With the addition of 89 students in 2016, the scholarship will now support 225 students including a visually impaired student, in Mumbai.

Talking about the scholarship program Anand Nambiar, Managing Director, Merck

India said, "With this scholarship Merck is nurturing the future of the nation. We believe that talent should not suffer from the lack of resources and go futile in the struggles for a respectable life. This is why we have made a long term commitment of financial support to these talented students who are starting a new phase in their education. Merck wishes the new batch of MICT Scholars a successful future"

MICT scholarship was constituted by Merck Limited in 2005. The primary objective of the program is to encourage

- 89 students from underprivileged families in Mumbai receive the Merck India Charitable Trust Scholarship
- Commitment for 5 – 7yrs
- High success rate for the scholarship program with almost nil drop outs and most of the alumni getting successfully employed.
- 50 scholarships given in Goa

talented under-privileged students to pursue higher education and prevent them from dropping out of academics due to lack of financial resources. 54 students have already passed out with the help of this program and got successfully employed in prestigious Indian multinational firms in IT, medicine and other fields. The records of these students over the years reveal almost nil drop outs from the scholarship program. The program started with 40 students and have now grown to 225 students in Mumbai and 50 students in Goa.

Merck sees the promotion of education as a part of its social responsibility. Culture is a strategic sphere of activity of the company's sustainability efforts under which education is an important element which helps inspire people and broadens their horizons. It facilitates their acceptance of science, technological progress and innovation. Under its social responsibility frame work the company supports cultural initiatives and educational programs across the globe.

# Marrakesh Summit Ends Without Funds Deal

*Despite progress made on several fronts at the Marrakesh climate summit in Morocco, there was a deadlock over finances to be made available by rich nations for climate action.* BY JOYDEEP GUPTA, CHARLOTTE MIDDLEHURST, YAO ZHE AND MONICA WANG, THE THIRD POLE

The November 7-18 UN climate summit concluded in the early hours of November 19 with a tight timetable on how to implement the Paris Climate Change Agreement but without a deal on how much money rich nations will pay for the purpose and by when. Governments set a deadline of 2018 to complete the rulebook to operationalise the Paris Agreement.

The Marrakesh summit of the UN Framework Convention on Climate Change (UNFCCC) saw a slew of initiatives to move towards a greener economy and to boost water and food security in a world made more vulnerable to droughts, floods, storms, sea level rise and other impacts of climate change. Most of the initiatives were through bilateral or country-group projects between developed and developing nations, state and city governments, the World Bank and its associates, or private firms – all outside the control of the UNFCCC, a move that is worrying many poor nations.

## Progress on other fronts

There was progress on other fronts. Canada, Germany, Mexico and the United States announced their climate strategies to 2050. In

the case of the US, this plan came despite the threat of president-elect Donald Trump to pull his country out of the Paris Agreement.

Patricia Espinosa, Executive Secretary of UNFCCC, said after the conclusion, “The Paris Agreement set the course for global climate action. Here in Marrakech, governments underlined that this is now urgent, irreversible and unstoppable.” The



Marrakesh Action Proclamation underlined this. Despite the progress on other fronts, the issue of finance could not be resolved, though it delayed the end of the summit by hours and kept delegates of over 190 countries arguing in the cold corridors of the venue well past midnight.

Salaheddine Mezouar, Morocco's foreign minister and president of the confer-

ence, said after the conclusion, “It will be necessary to respect the commitment of USD 100 billion from now until 2020.

Faced with the magnitude of what is required for dealing with the impacts of climate change, turning billions into trillions is indispensable. 2017 must be the year of large scale projects, of mobilising finance, and accessing financial facilities that will be necessary for adaptation.”

The threat of an US government under Donald Trump pulling out of the Paris Agreement united climate negotiators from developed and developing countries as never before, on most issues except the vexed question of finance.

Talks broke down on whether the Adaptation Fund – set up under the Kyoto Protocol to help poor nations cope with climate change impacts – would continue after the protocol expires in 2020.

Four developed countries pledged USD 81 million to keep the fund running for now, but its future beyond 2020 remains uncertain.

# Mother Nature Vs Climate Change

*Achieving the Paris agreement's climate neutrality goal means preserving natural systems such as wetlands and forests, say UN climate chief **Patricia Espinosa** and **Martha Rojas-Urrego**, Secretary-General of the Ramsar Convention on Wetlands.*



A mangrove landscape in West Kalimantan, Indonesia. Wetlands, oceans, and forests do far more than just absorb and store carbon; they also provide fresh water, and are a food source for nearly three billion people.

**W**etlands, forests, and oceans absorb and store carbon, which makes them a vital asset for countries pursuing the Paris climate agreement's targets for reducing CO<sub>2</sub> emissions. So how can we use them most effectively?

The Paris accord was concluded by 196 governments last December, and came into

force earlier this month. Now, its signatories are meeting in Marrakesh, Morocco, for the annual United Nations climate change conference. Several conference events specifically focus on how countries can use natural systems to meet their CO<sub>2</sub>-reduction targets. While the climate-change challenge is immense, so, too, is the opportunity to accelerate sustainable development and

ensure a better future for everyone on the planet. Under the Paris agreement, governments have committed to reducing their carbon emissions drastically, in order to keep global warming below 2 degrees C.

The vast majority of signatory countries have already presented national action plans for achieving this goal, and these plans will become more ambitious over time.



# PARIS AGREEMENT ENTERS INTO FORCE

## CELEBRATION AND REALITY CHECK

NOVEMBER 4 GIVES HUMANITY CAUSE TO CELEBRATE, BUT THERE IS STILL WORK TO BE DONE BEFORE WE HALT CLIMATE CHANGE - AND IT MUST BE DONE SOON, SAYS PATRICIA ESPINOSA AND SALAHEDDINE MEZOUAR.

**H**umanity will look back on November 4, 2016, as the day that countries of the world shut the door on inevitable climate disaster and set off with determination towards a sustainable future.

The Paris Climate Change Agreement – the result of the most complex, compre-

hensive and critical international climate negotiation ever attempted – came into force. The Agreement is undoubtedly a turning point in the history of common human endeavour, capturing the combined political, economic and social will of governments, cities, regions, citizens, business and investors to overcome the existential threat

of unchecked climate change. Its early entry into force is a clear political signal that all the nations of the world are devoted to decisive global action on climate change.

Next week's UN climate change conference in Marrakech represents a new departure for the international community, and the first meeting of the Paris Agreement's



# How Useful Are Green Rankings?

*How useful are sustainability indices like Newsweek's Green Rankings in helping investors and consumers understand a company's true colours?* BY VAIDEHI SHAH

There is an unmistakable sustainability tide sweeping across the private sector, as consumers and investors alike become more aware of the environmental impact of businesses.

As companies try to distinguish themselves by showcasing their responsible business practices, they increasingly look to independent sustainability rankings to bolster their green credentials. Some of these rankings – developed to score companies on their performance on environmental, social, and governance (ESG) factors – include the Financial Times Stock Exchange's FTSE4Good Index Series, the Dow Jones Sustainability Indices (DJSI), and Canadian media house Corporate Knights' Global 100 index, among others.

In the United States, American magazine Newsweek's Green Rankings, which assess the performance of the 500 largest publicly-traded companies by market capitalisation in the United States and the world, has gained prominence in recent years.

Elijah Wolfson, senior editor at Newsweek, notes in a statement that “in the current global business and political climate, no company can continue to ignore its environmental footprint”.

The Newsweek Green Ranking hopes to encourage more corporate leaders to start looking at their environmental impact in a more comprehensive manner, he adds.

Launched in 2009, the annual ranking evaluates firms on eight indicators.

These include the ratio of energy and water use; greenhouse gas emissions and waste generation to a company's revenue; the envi-

own ranking focuses on a broad range of governance factors including taxes paid and gender diversity on a company's board, Newsweek's list is focused more closely on environmental factors.

According to the publication, the methodology is “comprehensive in the sense that it captures a company's main environmental impacts, as well as reputational and legal challenges related to the environment and a company's approach to environmental management”.

The latest edition, unveiled in June, saw Irish pharmaceutical firm Shire Plc top the global rankings, and American toy multinational Hasbro top the US-specific index. A total of four Singapore companies were featured in the global ranking; these were: telecommunications giant SingTel, banks DBS Group Holdings and Overseas Chinese Banking Corporation (OCBC), and technology firm Broadcom.

SingTel out-performed its local counterparts, coming in at 141st spot.

Andrew Buay, vice president of group corporate social responsibility at SingTel, notes that the Newsweek ranking “helps us to understand where we have done well, and where else we have opportunities to improve”. For instance, the firm fared better than most peers in terms of energy produc-



The stock exchange in Frankfurt, Germany. Newsweek's Green Rankings evaluates the environmental performance of the top 500 publicly listed companies in the world.

ronmental impact of this income; and existence of a mechanism to link chief executive officer's pay to environmental performance targets, among other things.

Newsweek collaborated with Corporate Knights and US advisory firm Human Impact + Profit (HIP) Investor to create this year's ranking. While Corporate Knight's

# Six Ways Businesses View Climate Change

*We cannot solve the climate mess without involving businesses, but the private sector has a broad range of views on the issue.*

BY MARK TREXLER



It's easy to cast a wide net when referring to the role of the private sector in addressing climate change. One line of argument holds that "business" is responsible for climate change, and that we must end business's domination of the economic system to make progress on climate change.

Another line of argument holds that the private sector is our best hope for a stable

climate, because policy-makers have not been able to adequately address the issue. These two visions of "business and climate change" could hardly be more different.

Of course there is no more a single business view of climate change than there is a single public view of climate change. The Yale Project on Climate Communications has identified and tracks six distinct subsets of the American public and their climate

beliefs, ranging from "alarmed" to "dismissive." Knowing which of these "Six Americas" an individual belongs to tells you something about the kinds of communication strategies likely to be most effective for that person.

Unfortunately, there is no equivalent mental model for how business decision-makers think about climate change. That makes it difficult to assess the direction of the "business and climate change" conversation. It's also a challenge to determine what impacts business initiatives and commitments likely will have on climate outcomes.

A simple typology of private-sector climate change thinking is illustrated below:

- 1. Decision-makers who see their company's future as fundamentally threatened by any climate policy that substantially would slow climate change.** This perspective can encourage decision-makers to be skeptical of or even deny climate science, or to jump directly to the "we've always adapted, we'll adapt again" storyline made famous by Exxon's Rex Tillerson.
- 2. Decision-makers who aren't part of the "business and climate change"**



# Why Sustainability Standards Are Important For India's Growth

*India's economic growth depends on its ability to lead on corporate responsibility, say experts. The upcoming India and Sustainability Standards: International Dialogues and Conference 2016 will provide a platform to accelerate this trend.*



Mechanical harvesting of paddy at in Raipur Chhattisgarh, India. Environmental protection and labour rights are some of the concerns that agriculture firms in India-and worldwide-must address to help achieve the Sustainable Development Goals

When Indian Prime Minister Narendra Modi came to power in 2014, he promised that “good days are coming” for India’s 1.3 billion citizens, and unveiled big plans to deliver economic

growth and prosperity, tackle corruption, and improve the country’s infrastructure.

A cornerstone of this strategy is the Make in India programme, a drive to get international companies across a range of sectors to manufacture their garments, au-

tomobile parts, electronics, and other products in India.

While the initiative has generally been regarded as a success, experts say India can only unlock the full potential of attracting international investment and business if it can prove that it is a leader in corporate sustainability and responsibility.

Roel Nieuwenkamp, chair of the Organisation for Economic Co-operation and Development (OECD) Working Party on Responsible Business Conduct, tells Eco-Business in a recent interview: “If the Make in India strategy is going to be successful, companies have to take into account corporate responsibility”.

“International companies will demand it, as they risk reputational damage, lawsuits, as well as pressure from investors and consumers if they fail to do so,” he explains.

Another reason for India to promote responsible business is the Sustainable Development Goals (SDGs), a set of 17 social, environmental, and economic targets that governments, businesses, and civil society organisations have agreed to meet by 2030. The goals, which were adopted by the in-

# The Push For 100 Percent Renewables: Tallying Corporate Progress

*Of the 37 companies surveyed by CEF and WWF, representing nine sectors with more than \$1 trillion in combined annual revenues, more than half have a renewable energy target — and half of those with a renewable energy target are aiming for 100 percent renewable energy.*

BY **BRYN BAKER, DEVON EDWARDS AND JOSHUA KAPLAN**

**I**t's been a big month for climate action. Enough countries joined the Paris Agreement for it to enter into force, an amendment was approved to the Montreal Protocol to phase out hydrofluorocarbons (HFCs), and a new global deal on aviation was forged to curb the fastest growing sector of emissions. It was a momentous month for global climate action.

However, as new climate policies and agreements begin to take effect, businesses already had their eye on the ball. Last year, companies in the U.S. signed more than 50 percent of wind contracts. Corporate renewables deals have doubled year-over-year for the last several years.

Picking up on these trends, a new report from the Corporate Eco Forum (CEF) and World Wildlife Fund (WWF), "Corporate Renewable Energy Procurement: A Snapshot of Key Trends, Strategies, and Practices in 2016," finds that corporate purchasers of renewable energy are displaying an unprecedented level of ambition and leadership

buying clean energy at a scale that could prove to be a key piece of the climate puzzle.

In 2015, U.S. corporate buyers collectively contracted nearly 3.5 GW of renewable energy, compared to 13 GW total of renewable energy installed last year.

## What's driving the renewables rush

Of the 37 companies surveyed by CEF and WWF, representing nine sectors with more than \$1 trillion in combined annual revenues, more than half have a renewable energy target — and half of those with a renewable energy target are aiming for 100 percent renewable energy.

The survey highlights a few key trends dominating corporate leadership on renewables:

### 1 Maximizing the impact of purchases

Companies increasingly want their renewable energy purchases to be above and beyond what would have occurred without

them; they want to support new build that drives greater impact.

Traditionally, unbundled Renewable Energy Credits (RECs) have been the predominant purchasing instrument. Unbundled RECs are still the largest single instrument used by companies (27 percent of purchases) but direct purchases (Power Purchase Agreements [PPAs], virtual PPAs, and onsite projects) are now nearly two-thirds of purchases.

This shift toward direct procurement among those surveyed confirms that leading companies are looking to capture the energy pricing benefits of renewables alongside the environmental benefits.

### 2 Companies are looking to utilities to provide options

While most corporate purchases still do not involve a utility, more companies are entering the market and looking for easier options to directly buy renewable energy. Particularly in places where they have few



# Getting Asia's Secondary Cities Into The 'Smart' Cities Race

*Do smart cities always need heavy investments in information and communications technology? Asian Development Bank urban development officer Aldrin Plaza argues for an alternative definition of the term.*



**Ho An, Vietnam.** The town's flourishing tourism industry has created new employment and business opportunities without heavy investments in modern technology.

Let's talk about smart cities in Asia and the Pacific, where much progress has been made in recent years. Yokohama City established in 2011 its Y-Port center as a platform to share its experiences on applying smart city concepts in the city's development, while

India launched its 100 Smart Cities Program in 2015, and so on.

However, these recent initiatives are actually anchored on the Western concept of smart cities—which gives huge importance to the use of electronic networks and the internet to help in, as the Canadian

Federal Government has said, in “forming alliances and partnerships in order to innovate and extract new economic and social values.”

This and other western definitions of smart cities could well hinder Asia's secondary cities from attaining smart city status if they rely on heavy investments in information and communications technology or ICT.

In Asia, when it comes to the smart cities race we can expect cities from Japan and the Republic of Korea, as well as Hong Kong and Singapore, to be at par with the West given their resources and human resource capacity.

But what if we're talking about Battambang in Cambodia, Tacurong in the Philippines, Dong Ha in Viet Nam, and many other booming secondary cities whose name you may never have even heard? If investments in ICT are a prerequisite to attaining smart city status, then almost all of cities and towns in developing Asia will definitely be left out.

This is pertinent because according to UN Habitat, as of 2015 about 47% of the

# GRI Launches First Global Standards On Sustainability Reporting

*The new GRI Standards by the Global Reporting Initiative moves from merely recommending what to report to identifying exactly what businesses and investors are required to publicly disclose on their impacts.*

The Global Reporting Initiative (GRI) has launched a new set of global standards that offer companies a “common language” for sustainability reporting. The Amsterdam-headquartered international organisation said the new standards will help companies be more transparent about their impact on the economy, the environment and society.

The new GRI standards - which is built on its previous G4 guidelines and replaces it – allows organisations to handpick reporting topics which are most relevant and substantial to the profitability and sustainability of their business.

In a statement, GRI interim chief executive Eric Hespeneide said that the new standards “make it much easier for companies to report non-financial information, using a well-understood shared language.”

“The Standards are more straightforward, making them accessible to potentially millions of businesses worldwide,” he added.

Under the new framework, businesses and organisations are required to report using three universal standards, namely GRI 101 Foundation, GRI 102 General Disclosures, and GRI 103 Management Approach.

Beyond these standards, organisations will select additional economic, environ-

mental and social standards based on topics which are most relevant to them.

They can choose from 33 topic-specific standards, which cover greenhouse gas emissions, energy and water use, and labour practices, among others. Around the world, as consumers become more aware of sustainable business practices, companies are facing more pressure to quantify the economic, environmental and social impact of their operations. The release of such information, called sustainability reports, are important factors in driving corporate transparency.

Current reporters using the G4 guidelines need not worry about their reports being irrelevant. Applying the new GRI Standards will only be required by GRI for reports published on or after 1 July 2018, during which the G4 will be phased out.

Thomas Milburn, senior consultant at sustainability consultancy Corporate Citizenship, said that companies that are keen to show leadership in reporting will no doubt move to the Standards sooner rather than later.

“If you are producing your first sustainability report then you might as well start with the new Standards, rather than learn the guidance from G4 that will essentially expire in a little over a year’s time,” he said.

“For users of reports, the new standards will hopefully lead to more consistency and better clarity in reporting, something that investors in particular are hungry for,” Milburn added. The standards were developed by the Global Sustainability Standards Board (GSSB), a fully independent standard-setting body, with input from business, labour, government, investors, civil society, academia and sustainability practitioners.

“Sustainability reporting, using the GRI Standards, is the best way for a company to disclose its economic, environmental and social impacts, thus providing insights into its contributions – positive or negative – toward sustainable development,” Hespeneide added.

To learn more about or start using the new GRI Standards, businesses and organisations can download it for free here.

GRI also announced that it will launch the GRI Standards at events in selected countries between October 2016 and May 2017, including Australia, Belgium, Brazil, Canada, Hong Kong, South Africa, Singapore, Sweden, UK, and USA. 

(Source: <http://www.eco-business.com/videos/gri-launches-first-global-standards-on-sustainability-reporting/>)



# Children Present Their Charter Of Demands To Achieve The Sustainable Development Goals In India

*In commemoration of International Child Rights Week and Bal Divas, Save the Children, World's Largest Lesson India and Global Citizen India have collaborated to organise a forum to provide children with information, support and an opportunity to create a dialogue. Children put forth the Charter of Demands to Mr Abhay Narayan Tripathi, Secretary Maharashtra State Commission for Protection of Child Rights and Swati Kumar, Head of Policy, Global Citizen India. The children's Charter of Demand's will act as a guide for policy makers to achieve the Sustainable Development Goals in Maharashtra and across India.*



**T**he International Child Rights Week campaign will culminate at the Global Citizen Festival India on 19th November in Mumbai. Here 60,000 people will gather to

raise awareness for quality education and gender equality for every last child. These issues will also be addressed in the World's Largest Lesson comics, shared to children by Save the Children to ensure that aware-

ness spreads beyond the festival to all young people.

In a video message Prakash Javadekar, Union Minister of Ministry of Human Resource Development said "One of the key Sustainable Development Goals is education for all and quality education for all and therefore India is committed to it. India has already achieved 97% access to education through Sarva Shiksha Abhiyaan now, the focus is on quality."

"Every child has innate rights to survive and thrive, to be educated, to be free from violence and abuse, to participate and to be heard. Along with World's Largest Lesson we aim to put a spotlight on SDGs through children's voices and active participation in leading the agenda. This year the children are demanding an end to child labour, clean water and toilets, safe neighbourhoods, and a designated place to play. Most significantly they are urging people to give importance to children's opinions"

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**Company:** HCAPITAL BUSINESS  
CONSULTING PRIVATE LIMITED

**Job ID:** 58335669

**Designation:** Corporate Social  
Responsibility

- **Experience:** 7 to 10 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Banking
- **Location:** Mumbai
- **Key Skills:** understand the impact  
execute various CSR initiatives Maintain  
relations Maintain relations with  
various NGOs Conduct research Social  
Responsibility
- **Job Function:** Corporate Planning /  
Consulting / Strategy
- **Specialization:** Business Case Modelling,  
Business Process Reengineering,  
Corporate Planning / Strategy , Industry  
Review
- **Qualification:** Any Graduate

### Job Description:

1. Plan and execute various CSR initiatives  
as per the annual calendar
2. Ensure best in class execution with fresh  
ideas to engage the readers and ensure  
large participation
3. Maintain relations with various NGOs  
and Media dealing with CSR
4. Database management of all the CSR  
activities implemented as per the plan
5. Conduct research with help of internal  
team to understand the impact
6. Timely invitation mails, teasers  
and regular communication with  
participants
7. Effective information management of  
various CSR activities details

### Desired Candidate Profile

1. Skills/Qualifications required: 7 -10 years  
of relevant experience

2. MBA or Post Graduate in Social sciences  
from XISS or TISS
3. Should have thorough understanding of  
the CSR field
4. Should have good written and oral  
communication skills.
5. Should have good negotiation and  
presentation skills.
6. Should have sound understanding of the  
CSR initiatives by various companies

**Company:** NASSCOM

**Job ID:** 58325805

**Designation:** Officer - Corporate Social  
Responsibility

- **Experience:** 2 to 4 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** NGO / Social Services
- **Location:** Bengaluru / Bangalore, Delhi
- **Key Skills:** less supervision ability to  
actively interact communicate with