

# INTERNATIONAL FEDERATION FOR TRAINING AND DEVELOPMENT ORGANISATIONS (IFTDO)

## Communication on Engagement- October 1, 2021-October 1, 2023

IFTDO is an international NGO, registered in UK as a Charity and not-for-profit Company. It is A Diverse Global Network of Organisations Focused on People & Performance. Information on IFTDO is available on [www.iftdo.net](http://www.iftdo.net)

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries.

IFTDO has an elected Executive Board, consisting of President, President Elect, Past President, Chair, Chair Elect, Treasurer and 14 members from different countries, and an Honorary Secretary General. One Board member acts as Representative to UN. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness.

IFTDO has observer status with ECOSOC, United Nations and is a signatory to the UN Global Compact and fully committed to its objectives and principles and UN Sustainable Development Goals.

The activities of IFTDO are mainly in the field of human resources development which is the key to implementation of Global Compact programme by the companies. It is their human resources who have to be involved by companies in undertaking activities in furtherance of UN Goals. IFTDO's activities are related to Sustainable Goals 4, 8 and 17:

### ***Goal 4: Gender Equality***

The Committee on Women Empowerment (CWE), set up by IFTDO, Chaired by Ms. Janet Jolaoso from Nigeria, had developed the Vision and Mission statement, Objectives and Action Plan, which aimed at giving a voice to women in Africa and Asia, initiating projects that can impact and empower women, supporting women entrepreneurs by way of sponsorship of any viable project and sourcing for financial support and sponsorship from individuals, organizations, and government agencies to execute the CWE projects.

A project proposal on 'IFTDO-CWE Agric Business Empowerment for Women Small Holder Farmers in local communities in Ogun, Oyo, Lagos States' was approved by TOTAL Nigeria for funding. The project Execution Plan included Selection, Orientation, Empowerment,

Monitoring and Assessment. After completion of the Selection stage, an Orientation Programme and Empowerment Ceremony was successfully held on December 16, 2021. The Project was completed in 2022. Report was submitted to TOTAL Energies, Nigeria who had greatly appreciated the work done in the project. The second Project has been approved in 2022 by Total Energies, Nigeria

**MOU:** Memorandum of Understanding was signed by IFTDO —CWE in 2021 with 3 Organisations (Pan African College of Entrepreneurship and Professional Studies- PACEPS, Federal Polytechnic, Ilaro and Ministry of Agriculture, Ogun State. Another MOU for Strategic Partnership Agreement between CWE and Ghana Women in Business Leadership Association to formally establish a mutually beneficial working relationship between the two parties has been signed by the parties in 2022.

**CWE-Asia:** CWE-Asia was inaugurated in 2021 with the help of Dr. Anita Chauhan, President, Indian Society for Training and Development, who had joined as a member of the Committee. This was supported by IFTDO – CWE, Africa.

***Goal 8: promote Inclusive and Sustainable Economic Growth and Employment and Decent work for all:***

For persons to have quality jobs, it is necessary that they possess requisite skills. Thus developing ‘Skills for Employability’ is an important area which will have a close bearing on achievement of this Goal. Similarly, training and development are needed at all levels for those employed as well as to be employed. This is an area with which International Federation of Training and Development Organisations (IFTDO) is closely connected as it focuses on human resource development throughout the world.

***Goal 17: Partnership for Goals***

IFTDO has signed several MOUs for partnerships. After signing an MOU with Covenant University, Nigeria last year, it signed 4 MOUs with various organisations, mentioned under Goal 4 above. Another MOU was signed with The Institute of Training and Occupational Learning, (ITOL),UK, regarding Certification and Accreditation, under which ITOL will (a) Grant IFTDO the rights to offer ITOL qualifications and courses globally for the duration of the agreement, (b) Grant IFTDO responsibility for the provision of Accreditation services provided by ITOL and (c) Recognise IFTDO as a Strategic Partner on ITOL Website & social media.

***The main activities of IFTDO during last 2 years have been as follows:***

1. **49<sup>th</sup> IFTDO World Conference** on the theme ‘*STRATEGIES FOR AN AGILE WORK CULTURE: PATHWAYS TO THE NEW AGE*’, was successfully organised on May 19-21, 2023 at New Delhi, by the Indian Society for Training and Development, under the leadership of Mr. Ranjan Mohapatra, President IFTDO. The Conference had 4 tracks-(i) Skills, (ii) Markets, (iii) Technology and (iv) Sustainability, each track having a Plenary and 4 concurrent sessions. Each Plenary had 2 speakers, except the first one on 20<sup>th</sup> morning where Prof David Ulrich also joined virtually. There was a

special session on 'Well Being' before the Closing session. There were 37 speakers, 27% of them international. About 300 Indian and about 50 Foreign delegates participated. The Opening session on 19<sup>th</sup> afternoon was addressed by 2 VIPs- Mr. Om Birla, Speaker of the Lok Sabha (Lower house of Parliament) and Mr. Hardeep Singh Puri, Cabinet Minister, Government of India

**Research & Publications:** IFTDO has been publishing Newsletters periodically every year. A Research Project on "Future of work' with focus on Post Pandemic work structure: select emergent issues" was undertaken in 2022. The objectives of this study (which is focused on the IT sector) are:

- a) To have insights on whether people prefer working offline or online;
- b) To assess the respondents' views regarding the organization functions being conducted online;
- c) To understand whether employees' effectiveness during the pandemic had improved or not and
- d) To assess what effect of the pandemic on the work-life balance of the employees and isolation perceived.

**Participation in GC Local Network activities:** Joined hands with *Global Compact Network, India*, and others in organizing events where IFTDO Hony. Secretary General, Dr. Uddesh Kohli (located in India) participated. In some of these activities, then IFTDO President and later Chair of Board Mr. Ranjan Kumar Mohapatra (also located in India) was Keynote speaker :

1. Golden Stretch Round: Kick-Off Meeting with Anti-Corruption Collective Action Experts-Centre of Excellence for Governance, Ethics and Transparency (CEGET) at UN Global Compact Network India (UN GCNI) hosted the Kick-Off Meeting with Anti-Corruption Collective Action (ACCA) stakeholders to effectively launch the project in India and sought to raise stakeholders' awareness on Anti- Corruption Collective-Action wherein over 30 nominated officials from diverse relevant sectors participated and shared their knowledge - October 1, 2021

2. Vigilance Awareness Week (India). Around 200 participants from across the sectors attended the panel discussion and got benefited with the insights, best practices and experience shared by the expert speakers to combat corruption through integrity and compliance in business- 26 October – 1 November 2021

3. India Sustainability Dialogue 5. 0 'Accelerating Sustainability Agenda: From Strategy to Execution': The dialogue targeted some profound thematic areas including the Pandemic induced Sustainability Trends, their Impacts on sustainability, sustainable development goals and global economy - October 27, 2021

4. Climate Ambition in Asia: Role of Business for Enabling Climate Adaptation, Resilience and Financing in India and China: UN Global Compact Network India hosted session on Climate Ambition in Asia: Role of business for enabling Climate adaptation, resilience and Financing in India and China at COP26- November 10, 2021

5. Corruption and Our Role: Reflections and Resolutions for the 2030 Agenda-The theme of IACD-2021 meant to encourage leaders from diverse sectors to unite in this hour of crisis and share responsibilities to promote resilience and integrity at all levels of society.-December 9, 2021

6. 16th National Convention “Target 2030: Assess, Act & Accelerate” The theme: 'Target 2030: Assess, Act & Accelerate' which revolves around the UN Sustainable Development Goals (SDGs) and its allied mechanisms and looks at finding solutions from the Governments, private sector, not-for-profit and communities at large, which in turn can contribute towards creating an ecosystem around building safer workplaces & an empowering culture- December 15-16, 2021

7. Agri Tech CEOs Roundtable: Leveraging Agritech for Sustainable Development:-For establishing a framework which promotes access and use of agri technologies strengthen the agriculture sector and to Leave No One Behind in this Decade of Action-February 25, 2022

8. 5th Gender Equality Summit “Towards Gender Responsive Climate Commitment” UN GCNI 5th Gender Equality Summit in India resonates global commitment towards the most complex challenge of our times that include Climate Crisis and Gender Inequality. Both require a concerted, proactive, and holistic response. The Summit provides for an exclusive platform for discussing the links between gender equality & responsive climate policy and recovery.- March 10-11, 2022

9. 17th National Convention- ‘Sustainable Development Goals: Collaboration to Close the Commitment Action Gap to Achieve Agenda 2030’.-15th December 2022

10. UN GCNI Gender Equality Summit 2023- ‘Gender Equal Future: Technology, Innovation & Inclusion’- 2nd March 2023