

**CHATHAM
HOUSE**

The Royal Institute of
International Affairs

SHAPING THE FUTURE WE WANT

The 2019 Gender and Growth Forum
London, 8–9 July

 #CHShapingTheFuture



Forum Agenda

MONDAY 8 JULY 2019

12:00 | Registration and light lunch

13:00 | Welcome remarks

Robin Niblett CMG, Director, Chatham House

Peter Hill, Principal Private Secretary to the UK Prime Minister; UK Sherpa for the G7 and G20

13:15–14:00 | Session one

The year to date and looking ahead

Although the recent adoption of backward-looking policies and legislations at the local level pose a serious threat to hard-won women's rights, women are still making significant strides towards gender equality through multilateral efforts. Leaders at the G7 Summit in Canada (2018) and the G20 Summits in Buenos Aires (2018) and Osaka (2019) have made serious commitments to advance women's economic empowerment but implementation remains key. This panel will take stock of the local, national and international progress made in the last year, and how we can and must build on it.

Discussion

Bernice Lee OBE, Executive Director, Hoffmann Centre for Sustainable Resource Economy, Chatham House

Yoriko Meguro, Co-Chair, W20 Japan

Salma Al-Rashid, Head of Delegation, W20 Saudi Arabia

David Bell, Director, Standards Policy, British Standards Institute

14:00–15:00 | Session two

A world of work in transition

The world of work is changing in ways that present challenges and opportunities for gender equality. Old models of lifelong employment are no longer appealing,

as seen in the rise of the ‘gig economy’ which offers flexibility but is upending social protection systems on which women depend disproportionately. At the same time, the public and the private sectors are under sustained pressure to increase female representation at senior levels, offer equal opportunity at all levels, end the pay gap and provide more family-friendly policies. This session will explore how technological, economic and social changes are affecting the world of work for women and how employers and workers are responding to these changes.

In conversation with: **Vivian Hunt DBE**, Managing Partner, McKinsey & Company, UK and Ireland

Discussion

Eli Siapkidou, Director of Research, Equileap

Reema Nanavaty, General Secretary, Self-Employed Women’s Association, India (*via Skype link*)

Alexa Roscoe, Digital Economy Lead, Gender Secretariat, International Finance Corporation

Denise Wilson OBE, CEO, Hampton-Alexander Review

Moderator: **Margo Thomas**, Associate Fellow, Global Economy and Finance Department, Chatham House; Founder and President, Women’s Economic Imperative

15:00–15:15 | Session three

Innovative business models and partnerships

Global supply chains provide critical jobs and capital, but too often women suffer from very low wages, poor working conditions (lack of formal contracts and access to social protection), and frequent verbal abuse and sexual harassment. These types of jobs are not just bad for workers; they are bad for companies and society. This session will discuss how large corporations and social entrepreneurs can collaborate in new ways to maximize positive impact on society.

In conversation with: **Simona Scarpaleggia**, CEO, IKEA Switzerland

Neelam Chhiber, Co-Founder and Managing Trustee, Industree Crafts Foundation

Moderator: **Margo Thomas**, Associate Fellow, Global Economy and Finance Department, Chatham House; Founder and President, Women's Economic Imperative

15:15 | Refreshments

During this refreshment break, participants are invited to join experts for short information sessions which will allow them to dive deeper into the research or initiatives presented earlier or to complement the plenary sessions. These info sessions will last 15 minutes after which participants will be able to join their colleagues for refreshments.

- Digital solutions to enable women's economic empowerment
 - The Rose Review: addressing barriers facing female entrepreneurs
 - Driving toward equality: women, ride-hailing and the sharing economy
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15:45–17:35 | Session four

Developing the right eco-system for women-owned businesses

15:45 | Strengthening the capacity of women's enterprises

Given that fully scaled women-owned businesses are as successful as male-owned ones – if not more so – it is difficult to understand why support for scaling is so scarce for female entrepreneurs. This panel will assess the situation and focus on private and public sector initiatives that have shown their ability to promote and develop female entrepreneurship in different types of economies, different age groups and sectors around the world, from access to financing, capital, skills development and training, as well as market opportunities to grow their business.

Michael Denham, President and CEO, Business Development Bank of Canada

Wendy Teleki, Head of Secretariat, Women Entrepreneurs Finance Initiative, World Bank Group

Ram Jambunathan, Senior Vice President and Managing Director, SAP.iO

Roya Mahboob, Founder and CEO, Digital Citizens Fund (*via Skype link*)

Moderator: **Trisha de Borchgrave**, Writer, Journalist and Artist

16:45 | *Entrepreneurship in the MENA region*

Against a backdrop of strong social and cultural norms, access to markets and finance can make a significant difference for women-owned enterprises. This panel will use the MENA region as a case study to understand how initiatives and programmes piloted across the region contribute to creating an environment in which female entrepreneurs can develop and eventually scale their business.

Haifa Al Kaylani, Founder and Chair, Arab International Women's Forum

Farmida Bi, EMEA Chair, Norton Rose Fulbright

Moderator: **Esraa Al Buti**, Partner, Business Tax Advisory Services, EY

17:35–18:30 | *Session five*

Influencing cultural change

Deeply embedded stereotypes regarding femininity and masculinity still abound, and traditional gender norms represent a powerful influencer of economic activity and behaviour. But in recent years, the entertainment, media and advertising industries have been questioning and shifting their approach in an effort to influence social and cultural about both men and women. This panel will examine how film and television content as well as advertising can push us out of our comfort zones and whether and how governments can be part of this drive for change.

Panel

Iman Amrani, Multimedia Journalist, the *Guardian*

Georgia Arnold, Senior Vice President, Social Responsibility, Viacom International Media Networks; Executive Director, Staying Alive Foundation

Rebecca Swift, Global Head of Creative Insights, Getty Images

Moderator: **Claire Spencer**, Visiting Senior Research Fellow, The Policy Institute, King's College London

18:30 | *Drinks reception*

TUESDAY 9 JULY 2019

08:15 | Registration and light refreshments

09:00 | Opening remarks

Robin Niblett CMG, Director, Chatham House

Gorkan Ahmetoglu, Associate Professor of Business Psychology, University College London

09:20–10:20 | Session one

Meeting the Sustainable Development Goals (SDGs)

In order to successfully achieve SDG 5 (gender equality and the empowerment of all women and girls) on which depends the achievement of all SDGs, there must be urgent buy-in from business, governments and civil society. But reaching the SDGs will also require urgent action to eliminate the many root causes of gender discrimination, and recognition that there is no ‘one-size-fits-all-across-the-globe’ solution. From gender budgeting and gender-sensitive fiscal policies such as investment in social infrastructure, to creating economic opportunities for women and girls in rural or marginalized communities or designing technology to meet their needs, policies and initiatives must be tailored to the communities they serve. This session will explore the solutions that have the greatest potential to allow communities to retain their economic vitality to thrive.

Panel

Gala Díaz Langou, Social Protection Director, CIPPEC, Argentina

Meagan Fallone, Director, Barefoot College International

Stephanie Oueda Cruz, Women’s Empowerment, Diversity and Inclusion Expert

Peggy Hicks, Director, Thematic Engagement, Special Procedures and Right to Development Division, UN Human Rights Office (OHCHR)

Moderator: **Robin Niblett CMG**, Director, Chatham House

10:20–12:30 | Session two

Re-thinking leadership

Female leadership: what it means and how it is perceived

Children in school today will become the leaders of the 21st century. But how many girls believe they can become the leader of their country, start a business or lead a company in traditionally male-dominated sectors such as mining, medical research or IT? And is this the only way to assess leadership? This session will examine how female leadership is perceived by both men and women in various sectors, how to prepare the leaders of tomorrow, and identify successful strategies already in place to ensure that women and girls can thrive and stop disqualifying themselves.

Ranjit de Sousa, President, Lee Hecht Harrison

Rosamund Ebdon, Head of Policy, Plan International

Michelle Harrison, CEO, Kantar Public; Founding CEO, WPP Government and Public Sector Practice

Jurga Žilinskienė MBE, Founder and CEO, Guildhawk

Moderator: **Borja Santos Porras**, Executive Director, IE School of Global and Public Affairs

11:20 | Refreshments

During this refreshment break, participants are invited to join experts for short information sessions which will allow them to dive deeper into the research or initiatives presented earlier or to complement the plenary sessions. These info sessions will last 15 minutes after which participants will be able to join their colleagues for refreshments.

- Taking the Lead: girls and young women on changing the face of leadership
- The Reykjavik Index for Leadership
- Blockchain as a tool which can benefit low-income women
- Women Leading in AI and Affirmative Action for Algorithms
- Empowerment through technology

11:50 | Session two (continued)

The emergence of female leaders in the Global South

Among the greatest challenges women face in the Global South is the problem of exploitation, including modern slavery. Over 70% of the estimated 40 million people in modern slavery are women, yet only small minorities of anti-slavery leaders are female. This panel will discuss how more women face can become leaders of civil society organizations in the Global South and propose solutions to support the emergence of female leadership to tackle modern slavery in the communities where it is most prevalent.

Sponsored by: The Freedom Fund

Hira Dahal, Founder and Director, Chhori

Pradeep Narayanan, Director, Research and Capacity Building, Praxis Institute for Participating Practices

Moderator: **Claire Falconer**, Senior Program Officer, The Freedom Fund

12:30–13:35 | Session three

Women driving the digital revolution

Digital technology is fundamentally changing the way we work and live, bringing tremendous opportunities to support the public good, but also risks and new challenges. Blockchain technology, for example, offers a powerful tool to fix sustainability problems in many fields such as supply chain traceability, migrant labour and financial inclusion. But, given the low level of participation of women in the design and development of digital technologies, how can we prevent the amplification of gender discrimination by biased data-sets, models and algorithms in Artificial Intelligence (AI)? This session will examine how we can build ethical, moral, and human values into the future of AI and what governance mechanisms must be in place to minimize AI's potential harm and maximize its benefits.

In conversation with: **Ann Cairns**, Executive Vice Chairman, Mastercard

Martha Lane Fox CBE, Founder and Executive Chair, Doteveryone.co.uk

Panel

Mark Blick, Head of Government Solutions, Diginex

Allison Gardner, Lecturer, Keele University, Co-Founder, Women Leading in AI

Caitlin Kraft-Buchman, Founder and CEO, Women at the Table

Janneke Niessen, Founder, CapitalT

Moderator: Emily Taylor, Associate Fellow, International Security Department, and Editor, *Journal of Cyber Policy*, Chatham House; CEO, Oxford Information Labs

13:35–14:30 | Lunch

14:30–16:30 | Breakout sessions: Moving things forward

In these sessions, participants will build on the discussions of the last two days and develop a series of policy recommendations for the G20, the private sector and civil society.

1. Women’s Entrepreneurship: Gender-smart investing and alternative methods of valuing opportunities

The focus of this session will be on finding solutions that bring direct benefits to women at different levels of business and society. From innovative finance mechanisms that support women’s entrepreneurship to interventions or investments that could deliver multiple wins, new economic models are being developed in different parts of the world by women and for women. From ‘B Corps’ which must balance purpose and profit to others which are bridging gaps in support and financing for communities and women, we will discuss how these new models work, how they should be measured and valued, and what policies are needed to expand their outreach and impact.

Opening ideas

Ambika Sampat, Business Development Manager, Acumen

Zoya Shabir Siddiqui, Strategic Partnership Manager, Private Sector Lead, BRAC UK

Callie Strickland, Cause Strategist, Gender Equality, The B Team

Facilitator: Demet Özdemir, Partner, Transaction Services, Turkey, EY

2. Shaping the new world of work

What do we want the work and the workplace of our children or grandchildren to look like? While whole industries are still male-dominated and changing at a glacially slow pace, what can employers and governments do to increase inclusiveness? Can we design strategies that embrace the use of automation, not to do more of the same labour faster and cheaper, but to generate more value and meaning for all and greater earnings for the company over time? How can we ensure that employment is maintained, new skills are developed, and communities retain the economic vitality they need to thrive? How can companies design interventions to promote quality jobs, especially for high-risk employees in their operations and supply chains? This session will explore strategies which have the capacity to deliver a new and better world of work, one that we would want to hand over to the next generation.

Opening ideas

Jonathan Green, Head of Research, Prospect

Barbara Rambousek, Director, Gender and Economic Inclusion, European Bank for Reconstruction and Development

Sandi Rhys-Jones OBE, Public Affairs Lead, Women in Property

Facilitator: **Heide Baumann**, Council Member and Chair, Digital Committee, Chatham House

3. Harnessing technology

The digital economy is becoming an increasingly large part of the global economy. As tech proficiency is necessary, it is important that women can excel in these areas and be involved in the design process – what technology can do to empower women, how standards are developed in a fair way and how business and government can collaborate to maximize women's participation and engagement. The rise of AI could serve to either fight discrimination or engage in more subtle forms of it, and raises serious ethical aspects linked to human agency. This session will examine how technology will affect issues of gender fairness and develop actionable policy recommendations to ensure that new economic growth will be inclusive and humanistic.

Opening ideas

Alison Choy, Head of Machine Learning, Starling Bank

Meagan Fallone, Founder and Director, Barefoot College International

Maria McKavanagh, Chief Innovation Officer, Verv

Ann-Maree Morrison, Managing Director, Labels4Kids

Facilitator: **Dorothy Gordon**, Associate Fellow, International Security and Global Economy and Finance departments, Chatham House; Chair, Information For All Programme, and Board Member, Institute for Information Technologies in Education, UNESCO

4. Investing in the ‘silver economy’

The aging population is the world’s largest, fastest growing untapped natural resource. It is redefining the future of work and traditional retirement across all generations, cultures and geographic boundaries. These seismic shifts affect individuals, communities, governments, and private-sector organizations as they seek to address challenges related to health care, housing, work and retirement. All these factors seem to point to the aging population being a burden for society, but what if this trend could be turned into an unprecedented economic opportunity? Experience is a currency and a competitive advantage in today’s economy, especially in the future of work and entrepreneurship. This session will debate ideas to activate experience and catalyse it across sectors and generations for the benefit of individuals, corporations, governments, investors and even Artificial Intelligence so that society can age successfully.

Opening ideas

Noel Davidson, Director of Training, Online Programme Design Advisor and Mentor, The Entrepreneurs Academy

Christine Gaskell CBE, Chair, Cheshire and Warrington Local Enterprise Partnership

Kim Morrish, Director, Ground Control

Sergei Scherbov, Deputy Director, World Population Program, International Institute for Applied Systems Analysis

Forum Agenda

Facilitator: **Elizabeth Isele**, Associate Fellow, Global Economy and Finance, Chatham House; Founder and CEO, Global Institute for Experienced Entrepreneurship

16:30–17:00 | Refreshments

17:00–17:30 | Call for action

Report from breakout sessions

Recommendations: submitted to W20 Saudi Arabia

17:30–17:45 | Next steps

17:45–18:00 | Closing remarks and thanks

18:00 | Reception

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