

**CHATHAM  
HOUSE**

The Royal Institute of  
International Affairs

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# SHAPING THE FUTURE WE WANT

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

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 #CHShapingTheFuture



# About Chatham House

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Chatham House, the Royal Institute of International Affairs, is a world-leading policy institute based in London. Its mission is to help governments and societies build a sustainably secure, prosperous and just world.

We deliver our mission through:

**Informed debate** – we engage governments, the private sector, civil society and our members in open debates and private discussions about the most significant developments in international affairs;

**Independent analysis** – we carry out independent and rigorous analysis of critical global, regional and country-specific challenges and opportunities;

**New policy ideas** – we develop new ideas and policies on how best to confront these challenges and take advantage of these opportunities from the near to the long term;

**Leadership training** – we foster analytical, problem-solving and leadership skills in the next generation; and

**Audiences** – we seek to connect our analysis and ideas with relevant policy constituencies and public audiences so as to build momentum for positive change in support of the institute’s mission.

Since its establishment in 1920, the institute has offered solutions that are grounded in certain core principles which include: the rule of law with an independent judiciary; democratic and accountable government with an effective separation of powers; open and well-regulated markets; and a vibrant media and civil society that enable informed and robust public debate.

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# Key Information

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## Security

For security reasons it is important that delegates wear their badges at all times.

## Wi-Fi access

Guests are welcome to connect to the Wi-Fi:

*In the Forum hall (JGH)*

SSID: JGH | Password: incentive16

*Elsewhere in the building*

SSID: Chatham\_House\_Visitor | Password: Debate31

## Messages

Chatham House staff will be available at the registration desk throughout the forum to take messages and handle enquiries.

## Mobile phones

Please turn your mobile phones to silent while in the forum.

## Twitter

Suggested hashtag #CHShapingTheFuture

## Refreshments and meals

Refreshments, lunch and dinner will be served in the Neill Malcolm Room. If you have any special dietary requirements that you have not already indicated on your registration form, please make these known to Chatham House staff as soon as possible.

## Breakout sessions

If you intend to participate in a breakout session but have not already indicated this on your registration form, please let a member of the Chatham House staff know as soon as possible.

## Filming

Please note this event is being filmed. By entering the venue you acknowledge that you have been informed that you may be photographed and recorded, and grant consent for yourself, or your likeness, to be portrayed in any media now known or hereafter devised.

# Gender and Growth Forum

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In my 10 years as the UN Special Advocate for Inclusive Finance for Development, women's economic empowerment has been a critical component of my agenda. We now have an extraordinary opportunity to endow every woman with the capability to be agents of change by empowering them economically. To grasp this opportunity, we need more data, further research and better evidence to support the right policies and the right business decisions. The newly launched W20 Acceleration Platform for Women's Economic Empowerment will help turn this vision into a reality. The platform will provide the W20 with knowledge, advocacy and implementation support for its work on financial inclusion, digital inclusion and labor inclusion. And it will help the W20 create and sustain strong momentum – as well as spur action – around these critical issues.

**Her Majesty Queen Máxima of the Netherlands**

UN Secretary-General's Special Advocate for Inclusive Finance for Development

# Forum Agenda

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## MONDAY 8 JULY 2019

12:00 | Registration and light lunch

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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

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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

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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,

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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

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### 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



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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

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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

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18:30 | *Drinks reception*

TUESDAY 9 JULY 2019

08:15 | Registration and light refreshments

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09:00 | Opening remarks

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

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

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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

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## 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

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## 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

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### 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

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*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

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**13:35–14:30 | Lunch**

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**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

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### 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.

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*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

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

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16:30–17:00 | Refreshments

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17:00–17:30 | Call for action

Report from breakout sessions

*Recommendations:* submitted to W20 Saudi Arabia

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17:30–17:45 | Next steps

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

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18:00 | Reception



# Forum Speakers

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**Gorkan Ahmetoglu**  
Associate Professor  
of Business  
Psychology,  
University College  
London (UCL)

Gorkan is a leading expert in psychological profiling and a business adviser and speaker in the areas of entrepreneurship and consumer psychology. He is also the co-founder of Meta Profiling Ltd. He is the author of 'Personality 101' (Springer Publishing, 2012), the editor of the 'Wiley Handbook of Entrepreneurship', and has published numerous articles and reviews in leading academic journals as well as authored in Harvard Business Review and Management Today. Dr Ahmetoglu His most recent research focuses on gender in business and how to reframe the debate about gender inequality.



**Haifa Fahoum  
Al Kaylani**  
Founder and Chair,  
Arab International  
Women's Forum  
(AIWF)

In 2001, Haifa founded the AIWF as a development organisation supporting women's leadership in social and economic growth in the MENA region and globally. She is

a fellow of the Harvard Advanced Leadership Initiative 2017. She is a member of the ILO Global Commission on the Future of Work, a board member of the Arab-British Chamber of Commerce, a director of the EastWest Institute, and a member of Harvard's Women's Leadership Board. She has received numerous awards for her efforts in the advancement of women through education and economic empowerment.



**Esraa Abdulrahman  
Al Buti**  
Partner, Business Tax  
Advisory Services, EY

Esraa is a partner in tax practice at EY's offices in Riyadh, Saudi Arabia. She is a member of the Saudi Organization of Certified Public Accountants and board member of the Saudi Accounting Association. Esraa has been providing tax advisory services to local and multinational groups and family businesses including on zakat compliance matters, as well as tax structuring advice to inbound and outbound clients and investors in Saudi Arabia. She has worked on a number of due diligence assignments for private equity clients and other corporate transactions. Currently, she specialises in government and public sector projects.



**Salma Al-Rashid**  
Head of Delegation  
2019, W20 Saudi  
Arabia

Since 2018, Salma has represented the Kingdom of Saudi Arabia in W20 activities. Salma also oversees a number of development projects at Al-Nahda, a non-profit organization based in Riyadh, with a mission to ensure an environment that values the participation of women and preserves their dignity whilst fostering opportunities for women to reach leadership positions. Through her work, she participates locally in various committees to influence policy and work alongside decision makers to ensure a holistic approach to social development. She also represents civil society internationally at UN human rights conventions and participation at the Committee on the Status of Women (CSW).



**Iman Amrani**  
Multimedia  
Journalist,  
the *Guardian*

Iman is an award-winning video journalist currently working at the *Guardian*. She produces and presents short documentaries on contemporary political and social issues and writes for various sections of the paper.

She has also contributes to the *Independent*, *The New Statesman*, *Raconteur* (the business supplement of *The Times*), *Huffington Post*, and *Copa90*. Iman's recent YouTube series for the *Guardian* explores the issues and ideas around modern masculinity.



**Georgia Arnold**  
Senior Vice  
President, Social  
Responsibility,  
Viacom International  
Media Networks;

Executive Director, Staying Alive  
Foundation

Georgia is responsible for developing social initiatives for Viacom's portfolio of over two hundred TV channels and websites.

She has overseen MTV's Staying Alive campaign since its launch in 1998. The campaign has delivered award-winning HIV and AIDS awareness programming, events and public service messages involving high-profile individuals. Georgia was instrumental in establishing the MTV Staying Alive Foundation and serves as its executive director. To date, the Foundation has provided over \$6 million in grants to grassroots, youth-led organisations across 70 countries to set up awareness campaigns in their communities. Her latest international initiative,

MTV Breaks, aims to inspire the next generation of creative talent around the world.



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

Heide Baumann has cross-cultural experience of leading teams across four continents in a broad range of leadership roles with media and technology companies including Liberty Global, British Telecom and CK Hutchison/3. Her experience spans commercial, finance, COO, CTO/CIO, strategy and corporate development. She has built, scaled and accelerated several successful businesses and developed a significant track record in shaping and executing large-scale transformation.

A digital expert since the early 1990s, Heide has worked in Silicon Valley and edited a digital futures anthology. She is currently finalising her PhD on gendered narratives at Cambridge University.



**David Bell**  
Director, Standards  
Policy, British  
Standards Institute  
(BSI)

David is responsible for BSI's input to the international and European standards bodies on technical and policy issues. Additionally, he manages BSI's institutional relations with national and regional standards organizations, as well as relations with UK government and with key stakeholders, including consumer and public interest groups.

An economist by training, David is currently the UK council member of the International Organization for Standardization. He is a member of the administrative board of the European Committee for Electrotechnical Standardization (CENELEC), and serves various CENLEC committees and working groups on regional and international engagement.



**Farmida Bi**  
EMEA Chair, Norton  
Rose Fulbright

With over 20 years' experience in capital markets and Islamic finance transactions, Farmida has acted on many high-profile and award-winning transactions, including

advising the International Committee of the Red Cross on the world's first Humanitarian Impact Bond, and advising the Pakistan government on its issuance of more than \$7 billion of bonds and sukuk in the past five years.

Farmida was awarded 'outstanding practitioner' at the 2019 European Women in Business Law Awards. She was named 'leading individual' for Islamic finance and for debt capital markets in the UK's Legal 500 2019 and listed in *The Lawyer's* 'Hot 100' for 2019.



**Mark Blick**  
Head of Government  
Solutions, Diginex

Mark Blick focuses on regulatory and policy frameworks and how blockchain then enables private sector implementation particularly in pre-competitive collaboration around corporate and social governance. Headquartered in Hong Kong, Diginex is a global blockchain solutions and financial services company that partners with the public and private sectors globally to help design and implement complex blockchain solutions across a wide range of applications.

Most recently, Mark has been heavily involved in projects focused on

combating modern slavery and unfair working practices via distributed ledger technology.



**Ann Cairns**  
Executive Vice  
Chairman,  
Mastercard

Ann represents Mastercard around the world, focusing on inclusion, diversity and innovation. She plays the important role of senior ambassador and executive leader and sits as part of the company's global management committee. Prior to her current appointment, she was president of international markets responsible for the management of all Mastercard customer-related activities in over 200 countries.

With over 20 years' experience working in senior management positions across Europe and the USA, Ann also sits on the group board of the Fortune 500 Company Intercontinental Exchange (ICE) and is chair of ICE Clear Europe.



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

Neelam is a social entrepreneur and has been working with indigenous

women producers in India (and now in Ethiopia) for the last 24 years with a mission to create and enhance producer-owned, rural livelihoods. In addition, she has is also co-founder and director at Mother Earth, a non-profit retail venture. Over the years, she and her team have built a holistic ecosystem that works with over 60,000 rural women to equip them with the necessary skills and tools to set up self-owned enterprises, working to ensure they can become part of mainstream value chains and therefore have greater control over their economic and social security.



**Alison Choy**  
Head of Machine Learning,  
Starling Bank

When asked what her job is, Alison would happily say she is a software engineer. She got into programming during her PhD in Cheminformatics, where she used machine learning and data mining to build prediction models on human drug metabolism. Alison moved into the fintech world afterwards, working as a software engineer in an asset finance consultancy before moving to the mobile only challenger bank, Starling. She now works across data engineering and data science at the bank, helping the organisation to

leverage insights from operational data and ultimately produce software that could help customers improve their financial health.



**Hira Dahal**  
Founder and  
Director, Chhori

Hira founded Chhori, a women-led NGO dedicated to ending gender discrimination in Nepal, that provides programs for the rehabilitation, care and reintegration of women and girls who have experienced sexual exploitation.

With more than 13 years' experience working with women and girls who have experienced sexual exploitation, trafficking and slavery, Hira is an active advocate in Nepal to prevent gender discrimination. She has worked in various organisations, including as program officer at Shakti Samuha, an organisation established and run by trafficking survivors.



**Noel Davidson**  
Director of Training,  
Online Programme  
Design Advisor and  
Mentor, The Entre-  
preneurs Academy

Noel has worked at the Academy since 2010 and is passionate about helping people to be the best version

of themselves. Having trained extensively in the USA under *The New York Times* best-selling author and leadership expert, John C. Maxwell, Noel specialises in the fields of leadership, social and digital media, and presentation skills delivering IT, communications and business solutions to companies of all sizes. A successful entrepreneur himself, Noel has a proven track record to make leadership skills and social media marketing easy to understand and integrate into business thus directly impacting the bottom line for thousands of companies.



**Trisha de Borchgrave**  
Writer, journalist  
and artist

Trisha is a freelance writer on current events, politics and lifestyle has written for *HuffPost*, *The Big Smoke*, *Australia*, *The World Today*, *World Weekly*, *ABC Spain*, *Arab News*, *Al Arabiya English*, and *UPI*. She is also a senior associate at Global Women Leaders Strategic Philanthropy.



**Ranjit de Sousa**  
President, Lee Hecht  
Harrison (LHH)

Ranjit leads LHH's global team including sales, strategy, service innovation and client service, and is responsible for driving the organization's aggressive growth and diversification plans. Based in Zurich, Ranjit has worked in global business development, strategy and M&A for the Adecco Group and LHH in Zurich, Paris and New York whilst leading several key sales and account management teams for some of the division's largest clients.

Prior to LHH, he worked as a partner and strategy consultant at Ziel Consulting in Zurich, a boutique M&A and growth strategy firm. Previous roles include assistant lecturer in Swiss public and private law, and strategy consultant at Monitor Group.



**Michael Denham**  
President and  
CEO, Business  
Development Bank  
of Canada (BDC)

Michael leads a 2,200-strong team at BDC, Canada's only bank devoted exclusively to help entrepreneurs succeed by providing the guidance and financial support needed to build resilient, growing

businesses. A strong advocate for entrepreneurship and innovation, he drives BDC's positioning as the number one ally of Canadian entrepreneurs. Having more impact on more business owners and being as easy as possible to do business with are among his main priorities at the helm of BDC. A seasoned business leader with more than 30 years of senior management experience, Michael has previously held senior roles at McKinsey, Bombardier, Accenture and AquaTerra.



**Gala Díaz Langou**  
Social Protection  
Director, CIPPEC

At CIPPEC (the  
Centre for the

Implementation of Public Policies for Equality and Growth), one of Latin America's top think tanks based in Argentina, Gala's work is focused on bridging research and policy to foster women's and children's rights. She is a W20 delegate for Argentina and co-chair of this year's Think20 Task Force on 2030 Sustainable Development Agenda, under Japan's G20 presidency. She has a strong research background and has authored over 50 publications on social policy in Latin America, including a book on

'Gender Economic Equity' (2018). She has also provided consultancy to international organizations and governments within the Latin American region. She is currently President of América Solidaria in Argentina.



**Rosamund Ebdon**  
Head of Policy,  
Plan International

Rosamund has played a central role in shaping and delivering Plan International's 'Global Strategy 2017–2022'. Building on more than 25 years' experience in international development and gender equality, she has developed clear and bold policy positions for the organisation.

Previously, Ros had a long career at the UK's Department for International Development, including leading the Gender Policy Team, where she advised the UK Secretary of State on key global agendas such as the UN Sustainable Development Goals. She has represented the UK at global fora such as the UN Commission on the Status of Women and the OECD's GenderNet.



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

Claire is involved in the Freedom Funds’s ‘Freedom Rising initiative’, working to empower and connect anti-slavery leaders around the world. Claire has over ten years’ experience conducting research, advocacy and capacity building activities on slavery issues in South East Asia, Australia, the Middle East and Europe.

A lawyer and former prosecutor, Claire co-founded Focus on Labour Exploitation, a London-based NGO that advocates the prevention of trafficking for labour exploitation. She has provided consultancy projects for major international organizations and has provided training and capacity building assistance to criminal justice practitioners as part of the Australian government’s development policy on ‘Asia Regional Trafficking in Persons’ project.



**Meagan Fallone**  
Founder and  
Director, Barefoot  
College International

Meagan is currently steering the global footprint of Barefoot College across 15 States in India and 96 Global South countries,

with a multi-dimensional focus on technology mastery, enterprise and empowerment training for illiterate and semi-literate women. The “Barefoot Approach” is a community based, inclusive model for economic transformation and self-sufficiency in marginalised, rural communities. Meagan is also CEO of Barefoot College in India. She has received several accolades for her work and in 2018 the Hillary Institute of International Leadership awarded her the prestigious title of Hillary Laureate.



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

Allison lectures on Bioinformatics and Data Science at Keele University and co-founded Women Leading in AI, a network of women shaping the debate around the use and norms of artificial intelligence and big data. Her research is primarily focused on algorithmic bias; gender and computing; AI ethics and governance. She speaks internationally on AI Ethics and advises a variety of companies on the ethical design of autonomous and intelligent systems and development of algorithmic impact assessments. Allison is also a district councillor and an alumnus of the first cohort of the Jo Cox Women in Leadership Programme.





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

Christine has spent most of her career in the motor industry and until 2012 was a board member at Bentley Motors Limited with responsibility for 4,000 employees worldwide. Under Christine, Bentley invested significantly in improving the skills and capability of its workforce, winning regional and national recognition for its programmes.

She is vice chair of the government-funded board called the ‘NP11’ made up of the chairs of the 11 Local Enterprise Partnerships in the North of England, and part of the ‘Northern Powerhouse’ strategy by the UK government aimed at boosting the local economy in the region by investing in skills, innovation, transport and culture. Amongst her other appointments, Christine holds a number of other non-executive roles and is also deputy lieutenant of Cheshire. She has been actively involved in promoting learning and skills and was awarded an MBE in 2012 and a CBE in January 2019 for her services to Cheshire and Warrington.



**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

Dorothy was the founding director general of the Ghana-India Kofi Annan Centre of Excellence in ICT, a position which she held for over a decade. She works globally as a policy advisor, evaluator, project manager and organisational management consultant. Over the course of her 30-year career in international development and technology she has held management positions with the UN and global management consulting firms on four continents. As a strong advocate of the importance of building robust local innovation ecosystems based on open source technologies, she serves on the board and as a mentor to a number of start-ups and NGOs focussed on women in tech.



**Jonathan Green**  
 Head of Research,  
 Prospect

Jonathan works at Prospect, a trade union that has been active in promoting women in STEM. In the last year,

a particular focus of his work has been to produce workplace guidance on dealing with sexual harassment and promote ‘This is not working’ – an alliance of more than 20 unions, charities and women’s rights organisations – campaigning for the UK government to make employers prevent sexual harassment in their workplaces.



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

Michelle is responsible for the effectiveness of Kantar Public’s work around the world to its clients to support their delivery of a better public realm. She has worked with government and corporate clients in every continent across all aspects of public policy and public affairs. Her career to date has included time in academia, international development, strategy consulting, marketing and social research. She is a Davos speaker, book author and the founder of the WPP ‘Executive Education Programmes’ in public communications and behaviour change.



**Peggy Hicks**  
Director, Thematic  
Engagement,  
Special Procedures  
and Right to  
Development

Division, UN Human Rights  
Office (OHCHR)

Since January 2016, Peggy has been providing strategic direction to the UN Human Rights Office’s work on a broad range of pressing human rights issues, including human rights in the digital age and expanding civic space. Prior to this role, she was global advocacy director at Human Rights Watch, where she was responsible for managing the advocacy team. She previously served as the director of the Office of Returns and Communities in the UN mission in Kosovo and as deputy high representative for human rights in Bosnia and Herzegovina. She has also worked as the director of programs for the International Human Rights Law Group, and as clinical professor of human rights and refugee law at the University of Minnesota’s Law School.



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

Peter was appointed to his role in the UK Prime Minister’s office in 2017.

Immediately prior to taking up this position he was director of strategy at the Foreign and Commonwealth Office (FCO). His previous roles have been in the Office for Security and Counter-Terrorism in the Home Office. He worked at the independent Chilcot Inquiry into the Iraq conflict. Prior to that, he was in the cabinet of the European Trade Commissioner. Peter has worked on a range of security and multilateral issues in the FCO and overseas.



**Vivian Hunt DBE**  
 Managing Partner,  
 McKinsey  
 & Company, United  
 Kingdom and Ireland

Previously named “the most influential black woman in Britain”, and “one of the 30 most influential people in the City of London,” Dame Vivian advises corporate, public, and third sector clients on topics of performance improvement, productivity growth and leadership. In June 2019, she co-authored McKinsey’s recent research ‘The future of women at work: Transitions in the age of automation’ showing that both human capital and technology are at the heart of improving productivity and growth. Her pioneering work tying diversity to strong financial performance ‘The Power of Parity, Why Diversity Matters and Delivering through Diversity’ is also recognised globally.

A powerful advocate for non-traditional voices in the corporate world, Dame Vivian is also active in a variety of business settings, including the Mayor of London’s business advisory board and BritishAmerican Business.



**Elizabeth Isele**  
 Associate Fellow,  
 Global Economy and  
 Finance, Chatham  
 House; Founder and  
 CEO, Global Institute

for Experienced Entrepreneurship

Recognized globally as a pioneering senior and intergenerational entrepreneurship expert, Elizabeth is leading a movement to transform the culture of aging and retirement. Her passion to ignite an ‘experienced economy’ by unleashing the potential of 50+ year olds to drive economic markets and generate social and environmental impact is grounded in data and metrics. As a septuagenarian, after a distinguished career as an award-winning editor and author, she founded The Global Institute for Experienced Entrepreneurship, a comprehensive, cross-sector ecosystem to catalyze and support intergenerational experience in the future of work, entrepreneurship and artificial intelligence. Elizabeth has been a trusted advisor for many governments, universities, private sector corporations and NGOs worldwide.



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

Ram is responsible for both the SAP.iO Fund, which makes direct investments into early stage start-ups in areas strategic to SAP, and the SAP.iO Foundries which is a global network of start-up programs that provide access to curated mentorship, exposure to SAP technologies and opportunities to collaborate with SAP customers.

Prior to managing SAP.iO, Ram led various strategic initiatives at SAP. He was a consultant at McKinsey & Company, co-founder of T-Networks, and a member of technical research and development at Lucent Technologies – Bell Laboratories. Ram has more than five patents and has authored over ten peer-reviewed publications.



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

Caitlin leads Women at the Table, a global civil society organization based in Geneva, Switzerland, focussed on achieving gender equality through influence in sectors that have key structural impact, i.e. economy, democracy

and governance, technology, and sustainability.

Caitlin recently curated the Smart Feminist City, which brought Women at the Table to its recent work calling for ‘Triple A: Affirmative Action for Algorithms’. She also co-founded International Gender Champions, a leadership network of female & male decision-makers that breaks down gender barriers for system change.



**Martha Lane  
Fox CBE**  
Executive Chair  
and Founder,  
[Doteveryone.org.uk](http://Doteveryone.org.uk)

Martha leads Doteveryone.org.uk, a charity fighting for a fairer internet and building a movement for responsible technology. She became a crossbench peer in the House of Lords in 2013 and in the same year was awarded a CBE.

Martha is a member of the UK’s Joint Committee on National Security Strategy. She is also Chancellor of the Open University, a director of Twitter and holds non executive director roles at Chanel, the Donmar Warehouse and the Queen’s Commonwealth Trust. Previously she was the UK’s digital champion and helped to create the Government Digital Service. In 1998 Martha co-founded Europe’s largest travel

and leisure website, lastminute.com with Brent Hoberman. They took it public in 2000 and sold it in 2005.



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

Bernice Lee leads Chatham House’s work on sustainable resource economy. Previously she was director of climate change and resource security initiatives at the World Economic Forum and research director for energy, environment and resources at Chatham House. She was team leader for the EU–China Interdependencies on Energy and Climate Security Project and held positions at the International Centre for Trade and Sustainable Development in Geneva; the Aga Khan Foundation in the UK; the Strategic Planning Unit of the UN Secretary-General’s office in New York and the Rockefeller Foundation. In 2011, she was awarded an OBE for services to UK–China climate change cooperation. A frequent speaker, her work has been covered in the *Financial Times*, *New York Times*, *Wired*, *Bloomberg*, *Wall Street Journal*, *Foreign Affairs*, *Caijing*, *Harvard Business Review* and the *Americas Quarterly*.



**Roya Mahboob**  
Founder and CEO,  
Digital Citizens Fund;  
Bright Citizen (coffee  
and tea); EdyEdy

Roya is a serial entrepreneur and one of the first female CEOs in her home country, Afghanistan. Her work is focused on digital literacy to bridge the gap between education and the job markets. The Digital Citizens Fund has 14,000 graduates from its 13 digital classrooms and has incubated ten female startups.

Roya is working with the Afghan government to build STEM schools in the country to unlock new opportunities for female entrepreneurs in hard to reach places using airspace and blockchain technology. She is champion and coach of the Afghan Dreamers, a girl’s robotics team, who are inspiring a nation to see female potential differently. She was named as one of *Time Magazine*’s ‘100 Most Influential People’.



**Maria McKavanagh**  
Chief Innovation  
Officer, Verv

Maria heads up innovation at Verv which has created a home hub which unlocks unique smart home experiences using energy data, including a peer-based green

electricity sharing platform on blockchain technology. She is an advocate of women in tech and, for the second year in a row, she has been identified in *Computer Weekly's* 'Top 100 most influential women in UK tech'. Previously she worked for National Instruments, the NASDAQ data acquisition specialist, where she was responsible for a multi-million pound sales territory across a range of industries from aerospace and defence to consumer electronics.



**Dr Yoriko Meguro**  
Co-chair, W20  
Japan; Professor  
Emeritus, Sophia  
University, Tokyo

Yoriko is a pioneer in the sociology of gender in Japan and has authored of numerous books, chapters and articles in the fields of as gender and development, family and social change, social network. She has been active in policy and public advocacy, most recently as co-chair of this year's W20 Japan. Previously, she served as a representative of the Japanese government to the UN General Assembly and for over a decade she served as Japan's representative to the UN Commission on the Status of Women. She is currently the chair of the Evaluation Committee on National Action Plan on Women, Peace and Security.



**Kim Morrish**  
Director, Ground  
Control

Kim has launched several start-ups, acquired five businesses and enjoys backing promising social impact entrepreneurs. She and her husband transformed Ground Control, the grounds maintenance business they bought in 2004, into a highly respected, multi-award winning company with revenues now exceeding £140 million.

In 2017, Kim founded Canterbury Partners as a platform for social impact investing. She's also an active 'angel investor' in a number of new ventures and currently serves on the board of directors of Mustard Seed and School Space. Before moving to England 20 years ago, Kim was a tenured US foreign service officer, managing development projects in emerging markets.



**Ann-Maree Morrison**  
Managing Director,  
Labels4Kids

Ann-Maree has been an official delegate of W20 for 3 years. Having won over 39 awards in ecommerce and entrepreneurship, her business [www.labels4kids.com](http://www.labels4kids.com) was set up in 2004 following a career

as a chartered accountant and then management consultant. She mentors and advises on e-commerce and has expanded Labels4Kids to Labels4Brands for non-children labelling. Ann-Maree is founder of The E-Commerce Growth Club in Scotland and a member of the Women In Enterprise Action Group for the Scottish Government. Ann-Maree is past Chair of the British Association of Women Entrepreneurs in Scotland/Vice President for the UK. She has been a member of the UK E-Commerce Task Force for 10 Downing Street.



**Reema Nanavaty**  
General Secretary,  
Self Employed  
Women's Association  
of India (SEWA)

Reema Nanavaty has been working with the SEWA for over 35 years expanding its membership to over 1.5 million members, to make it the single largest union of informal sector women workers.

She facilitated rebuilding lives and livelihoods of 60,000 earthquake affected rural women and 40,000 riot-affected members. She is leading the rehabilitation programs in Afghanistan and in Sri Lanka; providing vocational training in rural livelihood security to war-affected

widows. Reema is currently member of the Advisory Council on Gender of the World Bank Group. She was also members of the ILO's High-Level Global Commission on Future of Work.



**Pradeep Narayanan**  
Director, Research  
and Capacity Building,  
Praxis Institute  
for Participatory  
Practices (PIPP)

PIPP is a development support organisation committed to mainstreaming the voices of the poor and marginalised sections of society in the quest for equity and governance. Pradeep is a human rights activist-researcher associated with many rights-based NGOs and campaigns in India. He has more than 15 years of experience of working in government, corporate and the non-governmental sector. For the last six years, he has focused on children's issues, primarily child labour and its relation to education, child protection, child participation and health. Over the years, he has also handled projects on issues of community participation, water rights, free trade agreements and fair trade.



**Dr Robin Niblett**  
**CMG**  
Director,  
Chatham House

Robin has been the director at Chatham House since 2007 and is an expert on UK foreign policy, European political and economic security and transatlantic relations. Prior to his current role, he was the executive vice president and chief operating officer of Washington-based Center for Strategic and International Studies. He is a non executive director of Fidelity European Values Investment Trust and a member of the World Economic Forum’s Europe Policy Group. His previous roles include, special adviser to the House of Commons Foreign Affairs Committee and a member of the World Economic Forum’s Global Future Council on International Security. He was chairman of the Experts Group for the 2014 NATO Summit, chairman of the World Economic Forum Global Agenda Council on Europe. Robin was awarded the Bene Merito medal by the Polish government in 2012 and became a Companion of St Michael and St George (CMG) in 2015.



**Janneke Niessen**  
Founder, CapitalT

Janneke is a serial entrepreneur, ‘angel investor’, board member and mentor for start-ups and co-founder CapitalT of VCVolt and. In the past she has started and sold two international tech companies. She is co-initiator of ‘InspiringFifty’, an initiative that aims to increase diversity in tech by making female role models more visible. The goal of the project is to encourage young girls, inspiring them to pursue a career in technology and invest in an educational foundation focusing on maths and computer science. She is sits on various boards including the supervisory board of UNICEF, Codam, and FutureNL. Janneke was named 2014 EY ‘Entrepreneur of the Year’ and ‘Most Innovative Leader in 2016’.



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

Stephanie is a diversity and inclusion expert. Having joined IDB Invest, the private sector arm of the Inter-American Development Bank Group, she advises clients in 3 key areas: defining internal gender and



diversity strategy for their employees, identifying new markets and developing inclusive value chains.

Previously, Stephanie was associate director for diversity and inclusion at Coca-Cola European Partners, based in London, leading strategy and policy deployment in Europe. Prior to this, she was head of international diversity at L'Oréal and launched award-winning strategies across 60 L'Oréal subsidiaries globally. She is a board member for several charities related to women's empowerment and diversity in Canada, France and the UK. She is also an associate lecturer at the Sorbonne University.



**Demet Özdemir**  
Partner, Transaction  
Services,  
Turkey, EY

As a partner in transaction services and also its private equity sector leader for EY in Turkey and CESA, Demet has advised on more than 500 transactions for strategic and financial buyers, investors in a wide range of sectors, including consumer products and retail, services, healthcare, energy and services etc. Prior to this role she was EY's EMEIA (Europe, Middle East, India and Africa regions) growth markets leader where she provided advisory services to entrepreneurs,

start-ups and all companies with high-growth potential. She is actively involved in women's empowerment initiatives and sit on the EY Global Women in Business Advisory Council and is an executive committee member of 'EY Women.Fast forward EMEIA' platform.



**Barbara Rambousek**  
Director, Gender and  
Economic Inclusion,  
European Bank for  
Reconstruction and  
Development (EBRD)

Barbara leads EBRD's work on gender equality and economic inclusion that creates access to economic opportunity for women, youth and refugees through private sector investments and policy dialogue. Barbara has 20 years leadership experience in the design and delivery of multi-sectoral inclusion, gender and development programmes in Eastern Europe, the Middle East, Asia and the UK. She was previously head of regeneration and corporate strategy at the London Development Agency, where she led major urban regeneration programmes and the formulation of London's 20 year Economic Development Strategy.



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

Sandi leads the UK's national mentoring programme for Women in Property. Sandi began her long career in the construction industry as a journalist with *Construction News*, working for technical organisations before forming her management and marketing consultancy. She has worked for contractors, consultants, suppliers, representative organisations and government, both in the UK and overseas. An advocate for construction and its contribution to society, she is committed to improving performance through better talent management. She was appointed OBE in 1998 for her work in promoting women in construction. Bringing her experience both as an employer and as a non executive director, she helps organisations find innovative ways to recruit and retain staff, bring about culture change and improve communications.



**Alexa Roscoe**  
Digital Economy  
Lead, Gender  
Secretariat,  
International Finance  
Corporation (IFC)

Alexa leads a team at IFC that identifies ways in which disruptive technologies can open new opportunities for women. Recent initiatives include '#Digital2Equal', which brings together 18 leading technology companies operating across the online marketplace, and 'Driving Toward Equality', which combines company data from Uber with surveys of over 11,000 drivers and riders to provide the first global insights into how women participate in the sharing economy. Alexa writes frequently on innovation and emerging markets and is a contributor to sites like the *Guardian*, The Stanford Social Innovation Review, and The Council for Foreign Relations.



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

Borja is an expert in public policy and international development. He is also a professor of practice at the International University in Spain. He has more

than 10 years of professional experience focused on leading public policies and international programmes globally. Borja also promotes leadership programmes as the president of the Spanish alumni network of the Harvard Kennedy School and collaborates leading the international expansion of IMFAHE, a social international mentorship foundation that empowers women in STEM careers. He also participates as a coach with EuropeLab, an organisation that empowers the next generation of civic and political leaders in Europe.



**Simona Scarpaleggia**  
CEO, IKEA  
Switzerland

Simona oversees strategy and operations of the Ikea Switzerland with a total turnover of roughly 1 billion Swiss Francs. Before joining IKEA Switzerland, she held various senior positions in IKEA Italy and other multinational companies. Simona is author of the forthcoming title ‘The Other Half: Create a Gender-Balanced Team for Sustainable Success’, to be published by LID Publishing. She is a passionate campaigner for all issues surrounding women’s empowerment and she co-founded «Valore D» in Italy and «Advance Women» in Switzerland,

aimed at boosting gender diversity and increasing the share of mixed-gender management teams for the benefit of customers, companies, economies and societies.



**Sergei Scherbov**  
Deputy Director,  
World Population  
Program,  
International  
Institute of

Applied Systems Analysis (IIASA)

Alongside Sergei’s role at the IIASA in Austria, Scherbov is also director of demographic analysis at the Wittgenstein Centre for Demography and Global Human Capital in Vienna and leader of the research group on population dynamics and forecasting at the Vienna Institute of Demography at the Austrian Academy of Sciences. He is the head of the International Laboratory on Demography and Human Capital at the Russian Presidential Academy of National Economy and Public Administration. Currently, Sergei’s main research interests focus around population projections, new measures of aging, and analysis of aging. He has authored and edited several books and more published more than 200 articles in professional journals including 7 articles in *Science and Nature*.



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

Zoya is a development professional with over 10 years' experience of building strategic multi-sectoral partnerships. She has a particular focus on sustainability and the emerging role of the Global South in addressing poverty alleviation and economic empowerment. She currently heads BRAC's European private sector engagement and social/innovative finance work to support BRAC's global programmes, especially across South Asia and Africa. Her portfolio covers health, education, empowerment and livelihoods and she works with the global stakeholders to co-develop new business opportunities. Prior to BRAC, she has worked with organisations supporting women's economic empowerment as well as education in Pakistan.



**Elli Siapidou**  
Director of Research,  
Equileap

Elli Siapidou is leads research at Equileap, a non-profit organisation aiming to accelerate progress towards gender equality in the workplace.

Equileap evaluates over 3,000 publicly listed companies on gender equality criteria and tracks their performance year after year, using a unique scorecard with 19 criteria, including female representation in leadership positions, as well as equal pay, parental leave, flexible work and supply chain diversity. Elli is an economist with 18 years' experience in qualitative and quantitative research in the non-profit and private sectors. She has worked in government, private research organisations, policy think tanks, academia and the third sector.



**Ambika Sampat**  
Business  
Development  
Manager, Acumen

At Acumen, Ambika manages partner engagement across Europe, resource mobilization and revenue generation across multiple sectors in developing markets. Simultaneously, she leads the online health transformation platform that she co-founded with her husband, Ronnie Rich, which is committed to prevent lifestyle-induced diseases. A biomedical scientist as well as expertise in obstetrics and gynaecology by qualification, she specialised in normal and preterm pregnancies.



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

Claire Spencer is currently an independent consultant with the British Council working on the Hammamet conference series that fosters greater links between the UK and North Africa. The current theme focuses on the socio-economic transformations of the digital age and the opportunities the growth of virtual connectivity presents to the under-30s, above all women, and otherwise marginalised communities. Previously, she was senior research fellow and head of the Middle East and North Africa programme at Chatham House. Claire is a member of a number of advisory boards and associations relating to the MENA region, and has acted as an expert witness in a number of legal proceedings and parliamentary enquiries.



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

At The B Team, Callie works to advance gender balanced, diverse and inclusive corporate cultures by providing business

leaders with the tools, insights and best practices they need to champion these issues and improve their practices. The B Team is committed to supporting leadership structures that reflect the diversity of our world, and to nurturing organisational cultures that are safe and welcoming to all. Prior to joining The B Team, Callie worked as a Program Officer at The Moore Charitable Foundation in New York City.



**Rebecca Swift**  
Global Head of  
Creative Insights,  
Getty Images

With a career in photography spanning over 20 years, Rebecca is one of the founding members of the creative research team at Getty Images. Today, she leads the creative research and planning team who set the company's content strategy, through researching and analysing trends in visual communication. She also runs global research projects investigating the future of visual communications and has published many trend reports. A particular area of interest is the evolving representation of people in visual communications. Rebecca is personally responsible for driving change in visual language depicting women and girls.



**Emily Taylor**  
Associate Fellow,  
International Security  
Department, and  
Editor, *Journal*  
of *Cyber Policy*,

Chatham House; CEO, Oxford  
Information Labs

Emily Taylor is CEO of Oxford Information Labs. She is an Associate Fellow of Chatham House and is Editor of the *Journal of Cyber Policy*. She is a founder of ICANN accredited registrar, Netistrar Limited. A lawyer by training, Emily has worked in the internet sector for nearly 20 years. She is the author of several research papers on technology and policy issues and is lead author of the annual EURid UNESCO World Report on *Internationalised Domain Names*. Emily has written for the *Guardian*, *Wired*, *Ars Technica*, the *New Statesman* and *The Slate*, and is a regular commentator on technology issues in news and broadcast media.

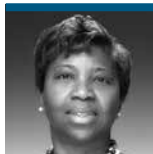


**Wendy Teleki**  
Head of Secretariat,  
Women Entrepreneurs  
Finance Initiative  
(We-Fi), World Bank  
Group

Wendy is responsible for supporting the We-Fi Governing Committee in the allocation of a pool of \$350 million

and also undertaking advocacy, learning and evaluation focused on strengthening opportunities for women entrepreneurs. We-Fi is a collaborative partnership among governments, multilateral development banks and other stakeholders that seeks to unlock more than \$1 billion in financing for women-led small and medium size enterprises in developing countries to create a better ecosystem for women entrepreneurs.

Prior to that, Ms. Teleki worked with the International Finance Corporation leading numerous activities and initiatives focused on small and medium enterprise development with a focus on access to finance in emerging markets around the world.



**Margo Thomas**  
Associate Fellow,  
Global Economy and  
Finance Department,  
Chatham House;  
Founder and CEO,

Women's Economic Imperative

Margo is the co-chair of the 2019 Think20 Task Force on the 2030 Agenda for Sustainable Development under Japan's G20 presidency. In her role at Women's Economic Imperative, she serves as a catalyst for initiatives aimed at increasing

opportunities for the economic empowerment of disadvantaged and under-represented groups globally. For more than two decades, Margo held senior positions at the World Bank Group. Her areas of focus include trade and competitiveness, women’s economic empowerment, business environment reform, regulatory reform, and investment policy. In 2017, she successfully completed her appointment as the chief of secretariat for the UN Secretary-General’s High-Level Panel on Women’s Economic Empowerment.



**Denise Wilson OBE**  
CEO, Hampton-Alexander Review

Denise runs the government-sponsored Hampton-Alexander Review for Women on Boards, which leads the national, business-focused task force and voluntary framework for increasing the number of women on FTSE 350 Boards and in leadership positions. Her executive career began at Royal & Sun Alliance Insurance Group, before moving into the energy sector where she held senior roles at British Gas. She is also a mentor to leaders in the corporate and charitable sectors, and an advocate for the

advancement of diversity in business. She was awarded an OBE in 2016 for services to women and equality.



**Jurga Žilinskienė MBE**  
Founder and CEO, Guildhawk

Jurga runs Guildhawk, an award-winning language services company headquartered in the City of London, founded in 2001. In the years that followed, her leadership saw the company grow exponentially, opening regional offices, and competing successfully with established corporations many times its size. In June 2019, was recognised with the Queen’s Award for International Trade, for year-on-year growth and consistent adaptation to a diversifying global market.

A self-taught coder, Jurga has personally led the development of many of Guildhawk’s technology transformations, and has initiated trade missions.

# Walking the Talk on Gender Equality Issues

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By **Gabriela Ramos**

On 28 June 2019, Group of 20 leaders convened in Osaka to discuss the most pressing global challenges of our time, and that included women's empowerment.

We have come a long way. Gender equality has become a key priority for the G20, starting in Brisbane in 2014 when leaders made a strong commitment to reduce the gender gap in labour force participation by 25 percent by 2025. This goal, which was championed by the Japanese sherpa and supported by the Organisation for Economic Co-operation and Development (OECD), triggered the work of the G20 and Group of Seven on gender issues, and then the creation of the Women 20. Since then, all the G20 presidencies have tackled a gender angle in their agendas.

For those who argued that gender was not a topic for leaders, the economic case was soon made clear. For all G20 countries, strong, sustainable growth would eventually depend on women developing their full potential. The OECD demonstrated the economic benefits of reducing the gender gap in labour force participation, by bringing 100 more million well-educated women into the workforce (as they are achieving a higher tertiary enrolment rate than men) and offsetting the negative impact of shrinking working-age populations in some G20 countries. Since then, the business case for gender equality has been well established.

Since the commitment was made in 2014, the OECD, together with the International Labour Organization, has been working with the G20 presidencies to monitor countries' progress in achieving this gender target. And on Saturday, 29 June 2019 at the G20 Summit, the OECD's secretary-general presented our report to Prime Minister Abe.

But there is no time to be complacent. As they say, a picture is worth a thousand words, and when you look at the G20 family photo taken at every G20 summit, we are forced to acknowledge an uneasy truth. The number of female political leaders remains extremely low across the world's major industrialized economies. At most, only four G20 leaders in this annual photo have ever been women. And this is just the tip of the iceberg in illustrating the uphill battle for women in all aspects of society and the economy.



### Progress on G20 goal

The good news is that all G20 countries have experienced an increase in the labour force participation of women, with particularly large reductions in the gender gap in Japan, Argentina, Brazil and Korea. In around half of G20 members, the decline in the gender gap is in line with, or better than, the expected decline to meet the target. The actual decline was noticeably greater than the expected decline in Australia, the United Kingdom and Germany.

So the overall story is: Yes we are making progress, but not fast enough, and not everywhere. A much more mixed picture emerges for closing gender gaps in other outcomes, be it representation in certain professions and at managerial levels, career prospects and, of course, in pay, as documented in our report for the G20 leaders. There are indeed many barriers still for women to overcome to reach full equality.

### Challenges remain

Gender inequalities are already visible in education. Despite gains in girls' and women's educational attainment, girls continue to be underrepresented in the fields of science, technology, engineering and math, as well as information and communication technology. In OECD countries, fewer than 1 in 3 engineering graduates and fewer than 1 in 5 computer science graduates are women. With the future of work arriving right now, there are further divides as women are massively underrepresented in the digital transformation, be it as consumers or producers of these technologies. Across the G20 countries, the share of female ICT specialists still ranges from just 13 to 32 percent. Only 10 percent of innovative startups have been founded by women, and 90 percent of software packages were authored by male-dominated teams. This is the focus for the G20, as our report for the G20 last year illustrated (“Bridging the Digital Gender Divide: Include, Upskill, Innovate”).

The quality of employment is critical, yet women continue to earn substantially less than men in most G20 countries, and little progress has been made over the past decade in closing the gap, which is still at 17 percent on average (between 30 to 35 percent in Korea, India and Japan, and down to about 10 percent or less in France and Italy). This is because women are over-represented in low-paying sectors, such as the care sectors, while men are found in larger numbers in more highly paid jobs, such as the digital sector. Even for work of equal value,

women are paid less than men. This should be illegal and corrected through legal provisions, as many countries have started doing. Put in the context of an aging population, overcoming this challenge becomes a more urgent task, as the gender pay gap also leads to a larger gender pension gap. Ensuring equal pay throughout the working lives of women will have a positive cumulative impact on ensuring women's economic security throughout their lives.

The glass ceiling is no myth. On average, only 1 in 5 board members of the largest publicly listed companies in G20 countries are women. Even in public service, where women are employed in up to 58 percent of jobs, they account for less than a third of senior positions. And, the number of women who occupy ministerial positions is still only 28 percent on average across the OECD. In fact, sexual harassment in the workplace is one of the reasons hindering women from thriving, creating an intimidating environment that discourages women from getting involved in employment or politics.

Progress in closing the gender gaps is so slow because, even when women do work, they are likely to seek less competitive career paths and more flexibility than men with similar qualifications. The most unfortunate finding is that motherhood – despite all its upsides – translates into a financial penalty for many women, contributing to the unequal share of unpaid work and preventing women from engaging fully in the labour market.

### Gender equality starts at home

As the OECD's Social Institutions and Gender Index shows, gender inequalities often stem from deep-rooted and normative gender beliefs. Gender stereotypes and norms are embedded everywhere in our cultures, societies, economies, workplaces and even schools and homes. They determine what women should aspire to, which leads to producing lower levels of ambition and self confidence in our girls, even if they are more educated. For instance, women are still often portrayed as primary caregivers.

In G20 countries, women still carry out the bulk of unpaid care work. And they are more likely to work fewer paid hours, while men are more likely to work very long hours. For example, women's time devoted to unpaid work ranges from 5 hours and 30 minutes per day in Turkey to 3 hours and 8 minutes in Korea. In contrast, for men, it ranges from 2 hours and 52 minutes per day in Australia

to only 31 minutes in India. These gaps are present to varying degrees in all G20 and OECD countries.

This reinforcement of gender stereotyping leads to the perpetuation of discrimination against women in employment opportunities, which translate into unfortunate outcomes as outlined before.

### **Breaking down stereotypes**

We are halfway through to the end date set for achieving the Brisbane goal, and there is no room for complacency. We need to do more, we need to be smarter, we need to be more effective.

It is clear what tools and policies should be introduced to counter the persisting challenges, be it through anti-discrimination laws, dual parental leave systems, fair sharing of care work, affordable and quality child care facilities and affirmative action.

Most fundamentally, it is clear that we will not deliver the desired outcomes if we do not correct the gender stereotyping that affect both women and men. Schools should be free of materials that nurture gender stereotyping – textbooks, teaching and the national core curriculum need to be gender neutral. Media and social networks also have an important role to play in stopping any gender stereotypical imaging.

We also need something real and positive for girls to look up to. This is why, in 2017, I launched, in collaboration with the Mexican government, the NinaSTEM Pueden to involve women role models with successful STEM careers in mentoring, to encourage young girls to take up those subjects and to break down stereotypes.

And we also need men to be involved. Though easy to be overlooked, the same biased cultural norms that prevent women from fulfilling their full potential might also put a lot of pressure on men to over-perform in a highly competitive environment, and to be incapable of dedicating time to their children. But again, this requires a full transformation of our economies and workplaces to avoid long working hours and allow for better work-life balance, for men and for women.

All put together, we need strong political leadership to “walk the talk.” Leaders lead by example, in the actions that they take and the ambitious national gender equality strategies that they put in place.

Breaking gender barriers, creating equal opportunities for men and women, and encouraging gender equality in the workplace and in public life should not even be an issue in this day and age. It should be the new normal. G20 leaders have an urgent mission to send a strong political signal to empower women and girls.

An earlier version of this piece was published in *The Japan Times*, 27 Jun 2019.

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