

**CHATHAM
HOUSE**

The Royal Institute of
International Affairs

NO GOING BACK

MAKING GENDER EQUALITY HAPPEN

International Policy Forum
London, 9–10 July 2018

 #CHNoGoingBack



About Chatham House

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.

Chatham House research is structured around four areas:

- energy, environment and resources
- global economy and finance
- international security
- area studies and international law

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The 2018 Chatham House International Policy Forum, entitled *No Going Back: Making Gender Equality Happen*, is part of the institute's Gender and Growth Initiative and is proudly sponsored by

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Introductory Remarks

Robin Niblett GMG | Director, Chatham House



Thank you for joining us for the 2018 International Policy Forum. First held in Canberra in 2014, the Forum has become the annual flagship event of the Chatham House Gender and Growth Initiative.

The Initiative continues to play a significant role in ensuring that gender equality and women's economic empowerment remain firmly in the mainstream of the G20 economic dialogue. In the last 12 months, a number of global campaigns and grassroots feminist movements, including the Women's March and #MeToo, have placed a renewed spotlight on systemic gender inequality around the world. It has become obvious that there is a need not only for greater transparency and accountability, but also for a significant shift in how society perceives the role of women in the world's economic future. More needs to be done, and there is no turning back.

At last year's Hamburg Summit, the G20 Leaders reaffirmed their commitment to reduce the gender gap in labour force participation by 25 percent by 2025, and additionally pledged to take further action:

... to improve the quality of female employment and eliminate employment discrimination, and reduce gender compensation gaps and provide women with protection from all forms of violence. We will improve women's access to labour markets through provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.¹

This Forum will explore the follow-through on this '25 by 25' pledge, bringing together theory, best practice and policy ideas. It will facilitate the engagement of a wide range of participants, from a variety of backgrounds, to foster a constructive dialogue on ways to dismantle barriers to women's economic empowerment. Discussions will focus on recent developments and challenges ahead for the G7 and G20 as well as other multilateral forums; what is needed to tackle the cultural norms that adversely impact women; and topics including the digital economy, public life, entrepreneurship, trade and procurement.

I want thank all those individuals and organizations who have supported the Gender and Growth Initiative and provided invaluable input throughout the preparatory process for this event. Particular thanks are due to our Lead Sponsor, EY, whose continued contributions to the Initiative have been vital; and to our Associate Partners for this year's International Policy Forum, McKinsey & Company, The Asia Foundation and SAP SE, whose recognition of the importance of promoting gender equality and women's economic empowerment, and their resulting support for the Initiative, have also made this International Policy Forum possible.

Once again, thank you for your participation. We look forward to an engaging and productive discussion.

Robin

¹ Excerpt from G20 Leaders' Declaration, Hamburg, 8 July 2017, https://www.g20.org/profiles/g20/modules/custom/g20_beverly/img/timeline/Germany/G20-leaders-declaration.pdf.

Welcome Message from the Chair of the Forum

Julie Linn Teigland | Managing Partner, Germany, Switzerland, Austria and Global Leader *Women. Fast forward, EY*



Welcome to the Chatham House 2018 International Policy Forum.

EY is the proud lead sponsor of the International Policy Forum, the annual flagship event of Chatham House's Gender and Growth Initiative. This year's theme –

No Going Back: Making Gender Equality Happen – recognizes the increasing demands from across nations, socio-economic levels and political viewpoints for the removal of barriers to women's economic empowerment.

When we met at last year's Forum, the W20 Summit in Berlin had attracted unprecedented media attention, and the Leaders' Declaration from the G20 Hamburg Summit had, for the first time, included a full section specifically on women's empowerment. This year, we are meeting not long after the joint statements of the G20 working groups for member countries to achieve '25 by 25', and the specific elements put forward by the G7 to end cyber violence, to improve educational programmes for women and girls in STEM, and for investing in and valuing unpaid and informal care duties. Clearly, the strong public forces of #MeToo and #TimesUp are helping to keep women's rights and empowerment prominent on the international agenda.

Through the collective insights from all of you in the private and public sectors, and through our Policy Forum discussions, we will be able to build and refine key policy recommendations and measures for the G20 to further develop the economic empowerment of women. Furthermore, by working closely not only with the W20, but also with the other official G20 engagement groups (Y20, B20, L20, etc.), we will be in a better position to ensure that women's economic empowerment is threaded throughout the collective recommendations and that the measures, like those submitted last year in Berlin, remain robust.

It is essential, as we look to the future, that the progress made so far and the increased energy and awareness about women's economic empowerment as a driver for growth do not falter or get left behind. Investments made to date, and plans for increasing investments in infrastructure for digital access, financial access and access to capital, must continue. Leading practices in turning policy into actions must be collected and shared across borders if we are to build on and expand successes.

EY celebrated the 10th anniversary of its Entrepreneurial Winning Women™ programme in 2017/18. We know from our research that women entrepreneurs reinvest into their communities and economies at a differentially higher rate compared with their male counterparts. And we know from other efforts that public procurement has the power to create markets for female entrepreneurs. These types of initiatives to bring together economic opportunities for women are a win-win. This is truly a rising tide, lifting all of us and all of the economy – not just parts of it at the expense or demise of others.

Our world continues to face many challenges – increased violence, political uncertainty and economic volatility – all of which can negatively impact the role and status of women. The discussions at the G20 and G7 levels must continue if we are to not just endure through these times but also find ways to grow and succeed. We must act, and act now.

I look forward to meeting many of you over the coming sessions, and to engaging in robust discussion and ensuing actions.

Best wishes to you all for a stimulating and impactful International Policy Forum.

Julie

Key Information

Venue

One Whitehall Place, London, SW1A 2HD

Security

For security reasons it is important that delegates wear their badges at all times. Entrance to the forum hall will be restricted to delegates displaying badges.

Wi-Fi access

Guests are welcome to connect to the Wi-Fi:

Network: _horseguards

Password: none required

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 Twitter hashtag #CHNoGoingBack

Refreshments and meals

Refreshments, lunch and dinner will be served in the Reading & Writing 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.

I. International Policy Forum

One Whitehall Place, London
9–10 July 2018

The time has come for us to take a real step forward to make genuinely tangible progress, not only with words, but progress in the areas we want: gender equality, equal opportunities between women and men. Each woman that doesn't manage to achieve her potential is a missed opportunity for everyone, because we lose her talent, her skills, her creativity, we lose the opportunity to be a stronger, more pluralistic, and fairer country.

Mauricio Macri

President, Argentina, host of the 2018 G20 Presidency

Gender equality is a fundamental human right, a key to growing strong economies, and a top priority for Canada and our G7 Presidency. None of us can move forward when half of us are held back. To build peace, reduce poverty, and grow economies that work for everyone, we must address the deep-rooted drivers of inequality and eliminate the barriers that prevent women, girls, and gender diverse people from participating fully and freely in all aspects of our society.

Justin Trudeau

Prime Minister, Canada, host of the 2018 G7 Presidency

International Policy Forum

Agenda

Monday 9 July 2018

13:00–19:00 | 2nd floor, Lobby

Registration

Warm Up Sessions

14.00–14.30 | The Gladstone Library

Introductory remarks: Five years since the first International Policy Forum in Australia

Susan Harris Rimmer, Associate Fellow, Chatham House; Associate Professor, Griffith Law School, Australia

Paola Subacchi, Senior Research Fellow, Global Economy and Finance, Chatham House

Moderator: Julie Linn Teigland, Chair, International Policy Forum 2018; Managing Partner, Germany, Switzerland, Austria and Global Leader *Women. Fast forward*, EY

14:30–15:45 | The Gladstone Library

The year to date

At the beginning of their presidencies in December 2017, Canada (G7) and Argentina (G20) both announced a cross-cutting gender approach to their respective agendas. How did these early signs of promise translate into the G7 and G20 processes so far and what challenges are still to come?

Keynote: Arancha González, Executive Director, International Trade Centre

Panel

Elva Susana Balbo, Chair, W20 Argentina

Her Excellency Janice Charette, High Commissioner for Canada to the United Kingdom

Caren Grown, Senior Director for Gender, at the World Bank Group

Margo Thomas, Associate Fellow, Chatham House; Co-chair, Taskforce on Gender Economic Equity, T20 Argentina

Moderator: Susan Harris Rimmer, Associate Fellow, Chatham House; Associate Professor, Griffith Law School, Australia

15:45–16:00 | The Gladstone Library

Refreshments

16:00–17:15 | The Gladstone Library

Looking ahead

As Japan and France prepare to become hosts of the G20 and G7 presidencies respectively, this session will explore the challenges of the upcoming presidencies and how to most effectively engage with their priorities.

Panel

Jonathan Luckhurst, Associate Professor, Graduate School of International Peace Studies, Soka University

Her Excellency Atsuko Nishimura, Ambassador in Charge of Women's Issues, Ministry of Foreign Affairs, Japan

Monika Queisser, Senior Counsellor, Directorate for Employment, Labour and Social Affairs, OECD

Joanna Louise Roper CMG, Special Envoy for Gender Equality, UK Foreign and Commonwealth Office

Moderator: Mina Toksöz, Associate Fellow, Chatham House

17:15–18:30 | The Gladstone Library

Game changers: disrupting cultural norms

The interaction between cultural norms and economic activity is well-documented as a force affecting women's economic choices. The portrayal of women in film, advertising, gaming and elsewhere cumulatively represents a powerful influencer of economic activity. What are these industries doing to tackle deeply embedded cultural norms and to question stereotypes?

Panel

Michael Kaufman, Senior Fellow, Promundo; Co-founder, White Ribbon Campaign

Aline Santos Farhat, Executive Vice President, Global Marketing, and Head, Global Diversity and Inclusion, Unilever

Rachel Pashley, Head, Female Tribes Consulting, J Walter Thompson

Moderator: Madeline Di Nonno, CEO, Geena Davis Institute on Gender in Media

18:30–19:30 | The Meston Suite

Welcome reception

19:30–22:00 | The Reading & Writing Room

Welcome dinner

Hosted by

Robin Niblett CMG, Director, Chatham House

Julie Linn Teigland, Chair, International Policy Forum 2018; Managing Partner, Germany, Switzerland, Austria and Global Leader *Women. Fast forward*, EY

Guest speaker: Lisa Cameron MP, House of Commons, United Kingdom

Results of the 2018 video competition

Winner's award presented by **Lisa Cameron MP**

Tuesday 10 July 2018

09:10–09:45 | The Gladstone Library

Opening ceremony

Keynote addresses

Marlène Schiappa, Minister of State for Gender Equality, France

Sir Suma Chakrabarti, President, European Bank for Reconstruction and Development

09:45–11:00 | The Gladstone Library

Session One | Closing the gender gaps

What progress has been made since the 2014 Summit in Brisbane where G20 Leaders made a commitment to reduce the gap in labour force participation by 25 percent by 2025? Have countries advanced in tackling laws and policies that ‘rig the game’ against women or in valuing unpaid care and domestic work? What is being done to promote equal pay and support the employment, training and mentoring of women?

Panel

Tazeen Hassan, Senior Legal Specialist, Gender and Development Unit, The World Bank Group

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

Diane Perrons, Professor of Feminist Political Economy, Department of Gender Studies, London School of Economics

Anka Wittenberg, Chief Diversity and Inclusion Officer, SAP SE

Moderator: Patricia Lewis, Research Director, International Security, Chatham House

11:00–11:30 | The Reading & Writing Room

Refreshments

11:30–12:45 | The Gladstone Library

Session Two | Sexual harassment and accountability

In the last 12 months, the #MeToo movement has put sexual harassment centre stage in discussions on gender equality. Whether looking into street or workplace harassment, accountability of individuals and organizations is critical and there is a heightened awareness that policies and structures must be put in place. This session will examine not only initiatives from around the world, but also the economic cost of sexual harassment.

Panel

Yang Hao, Program Officer, Beijing Representative Office, The Asia Foundation

A. Theodore Rizzo, Program Associate, Global Health Youth and Development, International Center for Research on Women

Manuela Tomei, Director, Conditions of Work and Equality Department, International Labour Organization

Moderator: Sue Lawton MBE, Network Development, Women’s Economic Imperative

12:45–13:30 | The Reading & Writing Room

Lunch

13:30–15:30

Session Three | Breakout sessions

1. Women in leadership | River Room

As 2018 marks the 100th anniversary of the first women being granted the right to vote in the UK, what is the situation regarding women's political participation? Has there been progress in terms of leadership in the private and/or the public sector? What initiatives and best practices could be adopted to encourage more women to get involved in politics, whether at a local or central government level, or to close the gender gaps in leadership?

Panel

Nurhayati Ali Assegaf MP, House of Representatives, Republic of Indonesia

Peter Duff, Head, Diversity and Inclusion, Europe, Middle East & Africa Region, BP

Shaheena Janjuha-Jivraj, Associate Professor, Henley Business School, University of Reading; Co-founder of Boardwalk Leadership

Linda Ryan, Director, Administrative Division, International Maritime Organization

Facilitator: Linda Scott, Senior Consulting Fellow, Chatham House

2. Entrepreneurship, trade and procurement | Thames Suite

Policies that promote female entrepreneurship are among the most effective tools for empowering women in the economy. Women-owned or -led businesses have the potential to boost social and economic prosperity, locally and globally. This session will examine how governments can use their procurement power to support women-owned or -led businesses, how procurement can be an entry point for women into exports and international trade, and how these impact on economic growth globally.

Panel

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

I. Javette Hines, Director, Head of Supply Chain Development, Inclusion and Sustainability, Citi

Virginia Littlejohn, Co-founder and President, Quantum Leaps Inc.

Barbara J. Orser, Full Professor, Deloitte Professor in the Management of Growth Enterprises, University of Ottawa

Facilitator: Susan Harris Rimmer, Associate Fellow, Chatham House; Associate Professor, Griffith Law School, Australia

3. Gender inclusiveness in the digital economy | Meston Suite

The impact of the increasing digitalisation of all jobs could impact disproportionately on women. AI and other technological developments are shifting the share of low-skilled and high skilled jobs within the workplace, highlighting the need for 'upskilling'. All sectors of the economy and most jobs require digital skills and women are currently on the wrong side of the digital skills gap. In contrast, higher rates of digital fluency are seen to contribute to greater equality in the workplace. This session will explore practical immediate as well as long term interventions that can increase women's leadership and confidence in technology and their contribution to a more robust innovation economy.

Panel

Dorothy Gordon, Associate Fellow, Chatham House

Lindsey Nefesh-Clarke, Founder and Managing Director, Women's Worldwide Web (W4)

Shuchi Sharma, Global Lead, Gender Intelligence, SAP SE

Facilitator: Tricia Nelson, Partner, Head of Transport Sector & Advisory Talent Leader, EY

15:30–16:00 | The Reading & Writing Room

Refreshments

16:00–17:00 | The Gladstone Library

Call for action

Report from the breakout sessions and recommendations for submission to Argentina W20 Chair.

Panel discussion

17:00–17:15 | The Gladstone Library

Closing remarks and thanks

17:15–19:00 | The Churchill Bar

Reception

II. Women March Forward

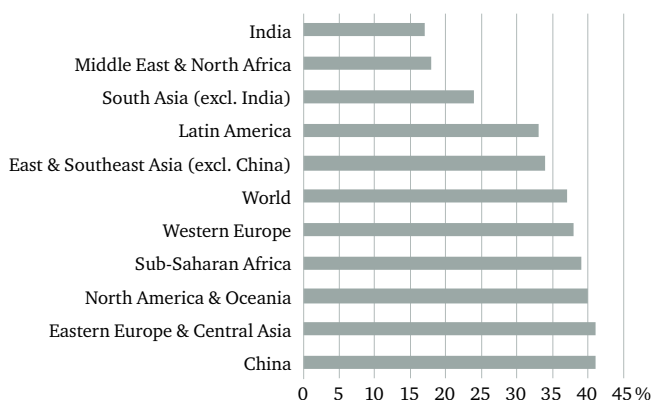
Women March Forward

Linda Scott | Senior Consulting Fellow,
Chatham House

The recent rise of right-wing populism in North America and in Europe threatens many of the gains made by women since 1970. In the interests of economic growth and stability, as well as social justice, every policymaker should resist the trend. Women have entered the labour force in huge numbers over the past 50 years, propelling the growth enjoyed by developed nations. Indeed, programmes across the developing world now attempt to replicate this effect by facilitating women's economic participation. With growth latterly slowing in the rich nations, there should be no thought of turning back.

People inevitably age, but populations do not. The low fertility rates now seen in the G20 nations is symptomatic of their failure to provide support to working mothers, as well as to give sufficient attention to protecting the rights of all women in the workplace. Every nation continues to report unequal pay, and most still have antiquated restrictions on the work women can accept.² The evidence that countries have also been cavalier about protecting women from sexual assault at work – regardless of whether legal sanctions are in place – is clearly visible in the momentum of the #MeToo movement. The presence of restrictions on women's work and the absence of protections both correlate negatively with GDP.

Figure 1: Percentage of GDP contributed by female workers, by region, 2015



Source: Statista (2018), <https://www.statista.com/statistics/523838/women-share-of-gdp-region/>.

Women now contribute about 40 per cent of GDP in North America and in Europe. Trying to turn the clock back on economic gender rights would significantly jeopardize every developed economy. Yet some, often right-wing, populist politicians who threaten the power balance in countries such as France, Germany, Italy, the US and parts of Latin America appear intent on pushing women back into the home. A cautionary example of a country where conservatism has taken hold is the US, where the right wing is chipping away at the legal frameworks that made women's economic participation possible from the 1970s onwards. Affirmative action, one of the cornerstones of American women's economic rights, has been devolved to the states. And already eight have repealed it.³ In a recent decision, the conservative justices of the Supreme Court prevailed in a decision that endorsed the growing trend in employment contracts whereby employees are forced to accept private arbitration instead of open civil court proceedings in cases of sex discrimination.⁴ The Supreme Court has also pulled back gender as a basis for class action lawsuits⁵ – the very tactic that eliminated existing formal restrictions on women's labour force participation in the 1970s, thus spurring the steepest growth in the number of working women in US history. Now, with regressive policies for women in the wind, the US is actually experiencing a decline in female labour force participation for the first time since 1900.

The Women's March against incoming president Donald Trump and his base in January 2017 was reported as the largest demonstration in US history.⁶ They were joined by marches of solidarity in 137 other countries. The Women's March was repeated, again with mass global participation, in 2018. All economists should support women's determination to move forward instead of back. Doing otherwise portends dire consequences for the US economy, and, by extension, for the world market.

Apathy toward the progress of women is ill-advised. In 2017 the UK (excluding Northern Ireland) became one of the first countries to require relevant employers to publish and report specific data on pay by gender. When this information was made public, the extent of the differences revealed sent a ripple of shock through the government, the public and the business sector. The gender pay

² World Economic Forum (2017), *The Global Gender Gap Report 2017*, Cologny/Geneva: World Economic Forum, <https://www.weforum.org/reports/the-global-gender-gap-report-2017>; and World Bank (2015), *Women, Business and the Law 2016: Getting to Equal*, Washington, DC: World Bank Group, <http://documents.worldbank.org/curated/en/455971467992805787/Women-business-and-the-law-2016-getting-to-equal>.

³ DeSilver, D. (2014), 'Supreme Court says states can ban affirmative action; 8 already have', Pew Research Center Fact Tank, 22 April 2014, <http://www.pewresearch.org/fact-tank/2014/04/22/supreme-court-says-states-can-ban-affirmative-action-8-already-have/>.

⁴ Liptak, A. (2018), 'Supreme Court Upholds Workplace Arbitration Contracts Barring Class Actions', *New York Times*, 21 May 2018, <https://www.nytimes.com/2018/05/21/business/supreme-court-upholds-workplace-arbitration-contracts.html>.

⁵ See for example: Supreme Court of the United States (2011), *Wal-Mart Stores, Inc. v. Dukes*, et al., No. 10-277, <https://www.supremecourt.gov/opinions/10pdf/10-277.pdf>; and AAUW (2012), 'Court Case: Wal-Mart Stores Inc. v. Dukes', <https://www.aauw.org/resource/wal-mart-stores-inc-v-dukes/>.

⁶ Chenoweth, E. and Pressman, J. (2017), 'This is what we learned by counting the women's marches', *Washington Post*, 7 February 2017, https://www.washingtonpost.com/news/monkey-cage/wp/2017/02/07/this-is-what-we-learned-by-counting-the-womens-marches/?noredirect=on&utm_term=.2d1d0283a968.

gap is estimated to cost the UK economy £123 billion (\$170 billion) annually.⁷ With one of the worst salary gaps in Europe, as well as the least generous provision for childcare, it is no surprise that women’s labour force participation in the UK has been essentially flat for 15 years. Employers do not carry the sole blame for the situation: the UK courts have effectively stalled progress on equal pay; government commitment to protecting the rights of half of Britain’s citizenry has been lukewarm; and the culture of silence that typifies UK discourse on the topic has made discriminatory practices possible.

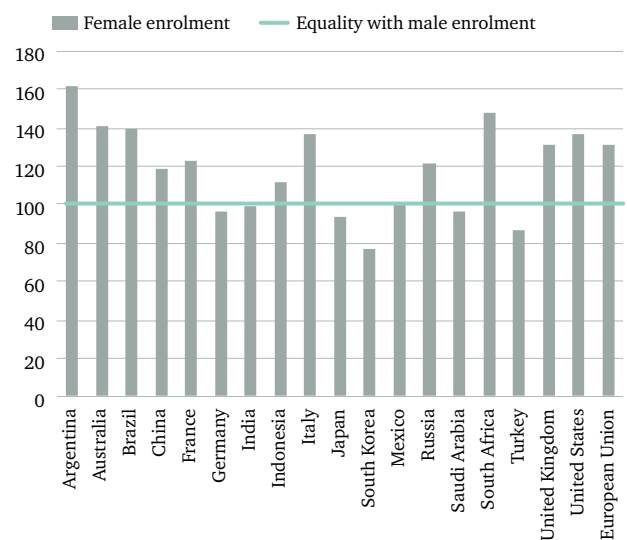
The negative effects of long-standing policies that disadvantage working mothers are becoming clear in most parts of the world. In Germany, for instance, women’s labour force participation has lagged behind the rest of Europe and North America throughout the past 50 years. After an initial surge in the 1970s, negative attitudes and policies towards working mothers pushed back against female workers, causing the new trend to freeze in place and birth rates to drop precipitously.⁸ Since that time, German women have struggled against a set of childcare practices that ostensibly encourage motherhood while effectively pushing women out of the workforce, thus wasting talent and tossing away the investment in their education. The result was dropping fertility, as more German women opted to follow careers instead of sacrificing their professional aspirations to motherhood. Germany now is well below the ‘point of no return’ for population replacement – a potentially disastrous reality for an otherwise healthy economy. With its rapidly ageing population, Germany can expect a burden of social services for the elderly that will not be supportable by the tax base, as well as a care crisis that will further depress fertility.⁹ The impact on consumer markets can only be imagined. Fertility rates in 13 of the G20 countries – including all but one of its members from the European Union – are now below what is required to replace their existing labour force.

The clock on working women’s labour rights may be turning back, but support for women in enterprise has never moved forward. Even in the 21st century, the percentage of female entrepreneurs remains at no more than 50 per cent in developed countries, though it is higher in developing countries such as India, at 82 per cent, if informal micro-entrepreneurs are counted as entrepreneurs.¹⁰ It has been estimated that closing the gender gap in entrepreneurship in the UK alone would

add some £150 billion to the economy by 2025.¹¹ Reports on the factors contributing to women’s reluctance to start businesses consistently point to prejudice in the financial markets. The banking system, the venture capital awards and the equity markets all show a vast gender gap that misrepresents actual female performance in enterprise. Businesses owned by women show lower failure rates and better profitability than men’s; and their growth rates are equal to or better than men’s when capital is equalized. It is clear that prejudice within the financial markets is penalizing female entrepreneurs and thus denying growth to their countries.

The failure to employ women in a fair and equal way has further negative effects on growth by reducing the efficiency of resource use and thus dragging on national competitiveness. The majority of G20 countries have significantly more women than men enrolled in tertiary education, but they will be unable to capitalize on this expensive resource unless attitudes and practices that contribute to inequality in their societies are rooted out. In some developing countries like India and South Africa, the effective lack of property rights for women reduces growth by lowering agricultural productivity on land.

Figure 2: Female enrolment in tertiary education in G20 countries, 2016



Source: World Economic Forum, *Global Gender Gap Report 2017*.

⁷ Clark, R. (2018), ‘Is Discrimination Costing the UK economy £127 billion a year?’, *HR Review*, citing INvolve and Cebr report, 23 February 2018, <http://www.hrreview.co.uk/hr-news/diversity-news/economic-cost-discrimination-uk-economy-127-billion-year/110225>.

⁸ See for example: Deutsche Welle (2017), ‘Germany’s aging population: Births up, deaths down in 2016’, 15 November 2017, <https://www.dw.com/en/germanys-aging-population-births-up-deaths-down-in-2016/a-41391651>.

⁹ For an overview, see: *The Economist* (2009), ‘Suffer the little children’, 25 June 2009, <https://www.economist.com/special-report/2009/06/25/suffer-the-little-children>.

¹⁰ World Bank (2018), DataBank, Gender Statistics, <http://databank.worldbank.org/data/source/gender-statistics/preview/on#>.

¹¹ Hunt, V., Dobbs, R. et al. (2016), ‘The power of parity: Advancing women’s equality in the United Kingdom’, McKinsey Global Institute Report, <https://www.mckinsey.com/featured-insights/gender-equality/the-power-of-parity-advancing-womens-equality-in-the-united-kingdom>.

In addition to the confluence of gender factors depressing growth, the unfair treatment of women produces human suffering that is not only tragic for its victims but is also damaging for national economies. The global cost of domestic violence has, for instance, been estimated at \$4.3 trillion annually.¹² If rates of intimate partner violence were halved, this would produce benefits calculated at 15 times what the global community spends on

international aid.¹³ Gender inequality further contributes to the disease burden, human-trafficking, civil strife and hunger. All these factors cost countries bitterly.

With the spectre of low growth looming for most G20 nations, rolling back women's participation would be foolhardy. There is no turning back without risking disastrous consequences for economic growth and stability. We must march resolutely forward.

¹² Lomborg, B., Williams, M. (2018), 'The cost of domestic violence is astonishing', *Washington Post*, 22 February 2018, https://www.washingtonpost.com/opinions/the-cost-of-domestic-violence-is-astonishing/2018/02/22/f8c9a88a-0cf5-11e8-8b0d-891602206fb7_story.html?utm_term=.e254ca043206.

¹³ Ibid.

III. Speakers



Nurhayati Ali Assegaf MP
Member, House of Representatives, Republic of Indonesia

Nurhayati Ali Assegaf is a member of the House of Representatives of the Republic of Indonesia and chairperson of the Committee for Inter-Parliamentary Cooperation. She was president of the Bureau of Women Parliamentarians (formerly known as the Coordinating Committee for Women Parliamentarians) at the Inter-Parliamentary Union (IPU) for two consecutive terms. Believing that the global discourse on politics and development should be inclusive, she has initiated committees to support women's empowerment and gender issues in many inter-parliamentary forums, including the Parliamentary Union of the Organization of Islamic Cooperation Member States, the Asian Parliamentary Assembly, and the Asia-Pacific Parliamentary Forum.

Alongside this, Nurhayati currently serves as president for several bodies including the IPU Committee to Promote Respect for International Humanitarian Law, the Geneva Council for International Affairs and Development, and the Executive Board of Women Political Leaders Global Forum. Nurhayati holds a master's degree in American studies from the University of Indonesia, has completed the Harvard Kennedy School's Executive Education programme on 'Leaders in Development: Managing Change in a Dynamic World', and has a PhD in social and political studies from University of Gajah Mada, in Indonesia.



Elva Susana Balbo
Chair, W20 Argentina

Susana Balbo is chair of the W20 under Argentina's presidency of the G20 this year. Prior to this role, she served as national deputy for Mendoza in the Argentine National Congress' Chamber of Deputies.

In 1997, she was awarded the accolade of 'Women Entrepreneur of the Year' by the Argentine Organization of Businesswomen. Between 2006 and 2016, she served as president of Wines of Argentina. In 2015, she received Banco Galicia's 'Best Wine Producer' award for agricultural excellence, in addition to being recognized as 'Woman of the Year' by *The Drinks Business* magazine.

Susana was the first woman in Argentina to graduate in winemaking. She holds a master's degree in winemaking and was awarded a gold medal for the highest grade point average by Universidad Juan Agustín Maza in Mendoza. A mother of two, she has run her own company, Susana Balbo Wines, since 1999.



Lisa Cameron MP
Member, House of Commons, United Kingdom

Lisa Cameron is MP for the constituency of East Kilbride, Strathaven and Lesmahagow, in Scotland. She became active in politics during the 2014 referendum on Scottish independence and was then elected to parliament in May 2015 with a majority of 16,523. A member of the Scottish National Party (SNP), Lisa is currently the SNP spokesperson for mental health on the House of Commons Health and Social Care Select Committee.

Lisa has previously campaigned against maternity discrimination and for National Health Service (NHS) pay and conditions. She champions disability rights and inclusion as a key issue and was chair of the All-Party Parliamentary Group on Disability from 2015 to 2017.

With a doctorate in clinical psychology from Glasgow University, Lisa started her career in the NHS as a psychologist where she led the addictions service in Lanarkshire, before going on to work as consultant lead for the forensic addiction service.



Sir Suma Chakrabarti

President, European Bank for Reconstruction and Development (EBRD)

Sir Suma Chakrabarti has been president of the EBRD since 2012 and is in his second four year term after being re-elected by the Bank's shareholders. Sir Suma has spent a great deal of his professional career working in international development economics and policy-making, as well as in designing and implementing wider public service reform.

Prior to joining the EBRD, he held senior positions in the British civil service. He was permanent secretary at the British Ministry of Justice, its most senior civil servant and also headed the UK's Department for International Development. He has also worked in the UK Treasury the Cabinet Office. Sir Suma has a bachelor's degree in politics, philosophy and economics from the University of Oxford and a master's degree in development economics from the University of Sussex. He holds honorary doctorates from the universities of Sussex and East Anglia, as well as the University of Economic Studies in Bucharest. He was awarded the Kazakhstan 25th Anniversary of Independence Medal.



Her Excellency Janice Charette

High Commissioner for Canada to the United Kingdom

Janice Charette assumed her current position in 2016, having previously served as clerk of the Privy Council and secretary to the Cabinet of Canada. This role included acting as the principal public service advisor to Canada's prime minister, and head of the public service. Formerly, she was deputy clerk of the Privy Council and associate secretary to the Cabinet as well as deputy minister of intergovernmental affairs. Her career has spanned eight government ministries, as well as time in the private sector.

Janice Charette holds a degree in commerce from Carleton University, Canada.



Neelam Chhiber

Co-founder and Managing Trustee, Industree Crafts Foundation

Neelam Chhiber is co-founder and managing trustee at Industree Crafts Foundation and co-founder and director at Mother Earth. For the past three decades, she has been working with artisans in rural and urban areas, by providing design, technical and marketing solutions to bridge the urban-rural divide. By 2025, Neelam and her team aim to directly impact a million artisans by organising them into producer companies, enabling them to diversify into newer products and markets. She is recognised for her work in the social livelihoods including 'WomenChangeMakers Fellow' in 2013 by the Womanity Foundation and the Schwab Foundation/World Economic forum declared her the 'Schwab Social Entrepreneur of the Year for India' in 2011.

Neelam is a member of the Design Council and the Global Agenda Council in India. She is a board member of Action For India and AIACA (All India Artisans and Craftworkers Welfare Association). An industrial design graduate from the National Institute of Design in Ahmedabad, she is also an alumnus of Social Impact International, the Global Social Benefit Incubator, Santa Clara University, and the Harvard Executive Programme.



Madeline Di Nonno

CEO, Geena Davis Institute on Gender in Media

Madeline Di Nonno is CEO of the Geena Davis Institute on Gender in Media, the only research based non-profit organisation working with the entertainment and media community to accelerate gender and diversity representation in children's entertainment through cutting-edge research, education and advocacy programs. She leads the institute's strategic direction, management, financial and operational activities. In addition, she currently chairs the board of directors for the Television Academy Foundation, the Population Media Center and Promundo U.S.

With thirty years' experience in the entertainment, non-profit, digital and consumer packaged goods industries, Madeline's career includes executive leadership roles at On The Scene Productions, Anchor Bay Entertainment/Starz Media and Echo Bridge Home Entertainment. She also served as senior vice president for marketing alliances and digital media at the Hallmark Channel and vice president of strategic marketing for Universal Studios Home Video. Madeline served as president of the Cannes Glass Lions Jury in 2016. She holds a bachelor's degree from Boston University.



Peter Duff

Head, Diversity and Inclusion, Europe, Middle East & Africa Region, BP

Peter Duff is head of diversity and inclusion at BP for the Europe, Middle East and Africa region. He is passionate about developing people, especially those from diverse and minority backgrounds, and works to promote diversity and inclusion within the BP Group, with a focus that includes gender, ethnicity and LGBT.

With a career at BP spanning over 32 years, Peter has worked extensively in project management and leadership development with the Massachusetts Institute of Technology, he was chief of staff for the company's chief scientist, as well as manager of the external technology advisory council. He also led BP's distributed research laboratory and emerging technology scanning activities, working with leading universities in the UK and US – including Imperial College, Oxford, Cambridge and Manchester University – on technology innovation and research. Based in London, he is a mechanical engineer, a petroleum engineer and a fellow of the Institute of Energy.



Arancha González

Executive Director, International Trade Centre (ITC)

Arancha González, an expert in international trade issues with 20 years of experience, serves as executive director of the ITC, the joint development agency of the UN and the World Trade Organisation, since September 2013. A Spanish national, she is an expert in international trade and economics and is experienced in trade and development matters in the public and private sectors, as well as management within multilateral organizations.

From 2005 to 2013, Arancha served as chief of staff to the WTO's Director-General, Pascal Lamy, during which time she played an active role in launching the Aid for Trade initiative and served as the WTO's representative (sherpa) for the G20. Prior to this, she was the European Commission's spokeswoman for trade and adviser to the EU's trade commissioner. Arancha co-chairs the World Economic Forum's Agenda Council on the Future of Trade and Investment.



Dorothy Gordon
Associate Fellow, Chatham House

Dorothy Gordon is an associate fellow at Chatham House and a technology activist and development specialist with over two decades of leadership in this field. Her work is focused mainly on a range of projects and programmes to support greater engagement and action on policy, implementation and evaluation issues relating to the impact of technology on society. In addition to consulting, Dorothy mentors, volunteers and serves on governing boards with a number of local and global initiatives working to define a better technology mediated future.

Her extensive experience within the United Nations is complemented by work with governments, the private sector and with civil society organisations globally. She is a strong advocate of the ROAM principles (internet universality). She holds degrees from the University of Ghana and Institute of Development Studies at the University of Sussex where she trained as a development economist.



Caren Grown
Senior Director for Gender, at the World Bank Group

Caren Grown is senior director for gender at the World Bank Group and is recognized internationally as an expert on gender and development. Before joining the World Bank Group in 2014, she was economist-in-residence and co-director of the programme on gender analysis in economics at American University. From 2013–2014, she led the UNU-WIDER programme on aid effectiveness and gender equality, and prior to this served as senior gender advisor and acting senior coordinator for gender equality and women’s empowerment at USAID.

Among her previous positions, Caren has been a senior scholar and co-director of the gender equality and economy programme at the Levy Economics Institute at Bard College, director of the poverty reduction and economic governance team at the International Center for Research on Women, and senior program officer at the John D. and Catherine T. MacArthur Foundation.



Yang Hao
Program Officer, Beijing Representative Office, The Asia Foundation

Yang Hao oversees The Asia Foundation’s programme on women’s empowerment and child protection in China, including projects aimed at preventing and responding to gender-based violence, strengthening the economic empowerment of disadvantaged women and addressing violence against children.

Prior to this, Yang worked as monitoring, evaluation and research manager and gender advisor with Plan International, leading the China office to improve its monitoring and evaluation systems and to mainstream gender equality in the organizational operations and programmes. In addition, she worked as gender equality and capacity building advisor with Voluntary Service Overseas in Nepal and promoted gender equality in programs of education, health, and livelihood. Yang has also served as a consultant and programme coordinator for UN Women, having been responsible for programmes promoting the labour rights of migrant workers, women’s political participation, gender responsiveness in climate change and disaster risk management, and addressing issues of violence against women and HIV/AIDS. She holds a master’s degree in gender and the media from the London School of Economics and Political Science. Additionally, she is a member of the World Economic Forum’s Global Shapers Community.



Susan Harris Rimmer

Associate Fellow, Chatham House; Associate Professor, Griffith Law School, Australia

Susan Harris Rimmer is an Australian Research Council future fellow and associate professor at Griffith University Law School in Brisbane, Australia. Sue has been an associate fellow at Chatham House since December 2015. She is author of *Gender and Transitional Justice* (Routledge 2010) and over 40 refereed works. She was Australia's representative to the W20 in during the Turkish (2015), Chinese (2016), and German (2017) G20 presidencies. She is a national board member of the International Women's Development Agency.

In 2014, Sue was named one of the Westpac and *Australian Financial Review's* '100 Women of Influence' in the global category and was shortlisted for the Global Thinkers Forum Award for 'Excellence in Women's Empowerment' in 2017. She was named in the Apolitical list of 'Top 100 Global Experts in Gender Policy' in May 2018.



Tazeen Hasan

Senior Private Sector Development Specialist, World Bank Group

Tazeen Hasan joined the World Bank Group's program on women, business and the law in 2014. Prior to this, she was the legal specialist for the World Development Report 2012 *Gender Equality and Development* and the World Bank report *Opening Doors: Gender Equality in the Middle East and North Africa*. She has co-authored various World Bank publications, including *Empowering Women: Legal Rights and Economic Opportunities in Africa* and *Voice and Agency: Empowering Women and Girls for Shared Prosperity*.

Tazeen previously practised as a barrister in the UK, specializing in civil and commercial law, and subsequently worked in Kenya as a legal adviser to NGOs. She holds a bachelor's degree in law from University of Oxford and a master's degree in international law from the London School of Economics and Political Science.



I. Javette Hines

Director, Head of Supply Chain Development, Inclusion and Sustainability, Citi

(IlLonka) Javette Hines is director, head of supply chain development, inclusion and sustainability at Citi. Javette leads Citi's efforts to ensure the consideration and inclusion of diverse firms within Citi's sourcing practice and works across the firm to align supplier selection efforts with its publication on *Banking on 2030: Citi and the Sustainable Development Goals*.

Javette is passionate about her work in the supply chain, as well as her efforts to focus on leadership development and capacity building. Javette has over 20 years of experience in procurement, leadership, diversity, contracts, and management. Prior to joining Citi, Javette worked at IBM where her responsibilities included: recruitment of supply chain talent, management of US and global sourcing activities, globalization of the supplier diversity program, strategic planning, and software and technical services sourcing. She was a contributor to the UN Women's guide to more inclusive procurement.

Javette holds a bachelor of science in middle grades education from Clark Atlanta University and a juris doctor from the Wake Forest University School of Law. Javette is on numerous boards, has won numerous awards and recently joined the Women's Leadership Board of the Women and Public Policy programme at the Harvard Kennedy School.



Vivian Hunt DBE

Managing Partner, McKinsey & Company, United Kingdom and Ireland

Vivian Hunt is the managing partner for McKinsey & Company's United Kingdom and Ireland offices and is a senior partner of the firm, also serving on the firm's global board of directors. Vivian is a leader within the firm on leadership and diversity and frequently gives talks on flagship research and co-authored publications. In addition, she is on the board of several important business groups in the UK, including BritishAmerican Business, the CBI London

Council, and the Mayor of London's business advisory board.

Vivian has been recognised as 'the most influential black woman in Britain' by the Powerlist Foundation and has been identified by *The Financial Times* as one of the 'European Women to Watch' and one of the '30 most influential people in the City of London'. She obtained her MBA from Harvard Business School and has been awarded several honorary doctorates. In 2018, Vivian was appointed Dame Commander of the Order of the British Empire for services to the economy and women in business.



Shaheena Janjuha-Jivraj

*Associate Professor, Henley Business School, University of Reading;
Co-founder, Boardwalk Leadership*

Shaheena Janjuha- Jivraj is an associate professor in entrepreneurial leadership at Henley Business School where she teaches on the MBA course and MSc in global entrepreneurship. Shaheena is also the co-founder of Boardwalk Leadership, a consultancy that specializes in helping organisations to build inclusive cultures. She leads on the development of research and programmes bringing

creative thinking in generating sustainable solutions. Her work has influenced gender diversity policy in over fifty countries, having worked with a range of organisations in the private and public sector globally.

Shaheena is a contributor for *Forbes* in the field of diversity and inclusion and has published articles and books in the field of leadership. She is a fellow of the Royal Society of Arts and member of the Aga Khan National Council for the UK and chairperson of the Aga Khan Education Board.



Michael Kaufman

Senior Fellow, Promundo; Co-founder, White Ribbon Campaign

Michael Kaufman is a writer, advisor, and public speaker focused on engaging men and boys to promote gender equality, encourage more involved fatherhood, and end violence against women. Over the past three and half decades, he has worked in fifty countries with the UN, governments, NGOs, women's organizations, universities and businesses. Michael is the co-founder of the White Ribbon Campaign, the largest effort in the world of men working to end violence against women.

He is a senior fellow with Promundo based in Washington D.C. and Rio de Janeiro.

Michael is a member of the G7 Gender Equality Advisory Council created by Canadian Prime Minister, Justin Trudeau. He has been awarded Canada's Meritorious Service Cross. He has authored several books including the forthcoming title *The Time Has Come. Why Men Must Fight for Gender Equality* (January 2019). Married and a father of two, he lives in Toronto, Canada.



Sue Lawton MBE

Network Development, Women's Economic Imperative

Sue Lawton works to grow the market opportunities for women entrepreneurs, multinational corporations and governments, and is co-founder of WEConnect Europe establishing the WEConnect international programme around the world. She was involved in the secretariat of the UN Secretary-General's High-Level Panel on Women's Economic Empowerment, moderating panel meetings and working to ensure a successful delivery. She continues to support the panel's recommendations through her work at Women's Economic Imperative.

Sue has worked extensively with under-represented communities around the world including in the US, Canada, Australia, Turkey, Uganda and Belize. She is an advisor to Quantum Leaps Inc., an organization that works to build strong collaborative networks amongst female entrepreneurs in order to negotiate on policy and identify solutions that enable women to achieve financial independence and to have full participation in their country's economic growth. She is the special advisor to the UK's All-Party Parliamentary Group for Women and Enterprise. In 2015, Sue was awarded an MBE for services promoting women's business leadership worldwide.



Patricia Lewis

Research Director, International Security, Chatham House

Patricia Lewis is research director for international security at Chatham House. Patricia's areas of expertise include defence, science and technology policies, conventional armaments and weapons of mass destruction and non-proliferation and disarmament. She has held directorships at the Center for Nonproliferation Studies at the former Monterey Institute of International Studies, the UN Institute for Disarmament Research as well as the Verification Research, Training and Information Centre.

Previously, she served on Hans Blix's WMD Commission from 2004 to 2006, the advisory panel on the future priorities of the Organisation for the Prohibition of Chemical Weapons from the 2010 to 2011, and was an adviser to the International Commission on Nuclear Non-proliferation and Disarmament from 2008 to 2010. In 2009, Patricia received the American Physical Society's Joseph A. Burton Forum Award for 'outstanding contributions to the public understanding or resolution of issues involving the interface of physics and society'. She graduated in physics from Manchester University and holds a PhD in nuclear physics from Birmingham University.



Virginia Littlejohn

Co-founder and President, Quantum Leaps Inc.

Virginia Littlejohn is co-founder and president of Quantum Leaps, a global accelerator for women's entrepreneurship. She was president of the National Association of Women Business Owners and a primary architect of the Women's Business Ownership Act of 1988 in the US. She served two terms on the National Women's Business Council during which time she advised Congress, the Small Business Administration, and the US president.

Virginia was the OECD's senior advisor for three global best practice conferences on women's entrepreneurship. She incubated the Global Banking Alliance for Women, WEConnect International, and is currently incubating FutureForward, to drive women entrepreneurial engagement with innovation. Since 2010, she has been lead international consultant for the International Trade Centre's 'Women & Trade' programme, and is a US delegate and coordinator for women's entrepreneurship for the W20. Virginia has received several international awards for entrepreneurial advocacy.



Jonathan Luckhurst
*Associate Professor, Graduate School of International Peace Studies,
Soka University*

Jonathan Luckhurst is associate professor of international relations, at the Graduate School of International Peace Studies at Soka University in Tokyo. Previously, he spent several years working in Mexico, most recently at the University of Guadalajara as a member of the country's prestigious National System of Researchers.

A British academic, Jonathan holds a PhD from the University of Essex. His research focuses on international relations and global economic governance and has most recently authored *G20 Since the Global Crisis* (Palgrave Macmillan, 2016), and *The Shifting Global Economic Architecture: Decentralizing Authority in Contemporary Global Governance* (Palgrave Macmillan, 2017).



Lindsey Nefesh-Clarke
Founder and Managing Director, W4 (Women's WorldWide Web)

Lindsey Nefesh-Clarke is the founder and managing director of W4, Europe's first crowdfunding platform dedicated to girls' and women's empowerment worldwide. Lindsey has worked for Human Rights Watch and also spent several years working in the humanitarian sector in Africa (UNICEF) and South East Asia (Enfants d'Asie). In 2012, Lindsey was nominated a '40 under 40, European Young Leader' by EuropaNova. In 2013, Lindsey was nominated a 'Women in IT Role Model' by the European

Commission and in 2015 was named one of Europe's 50 most inspiring women leaders, 'Inspiring Fifty', in the technology sector. As a young entrepreneur, she was selected to participate in the G20 Young Entrepreneurs Alliance Summit in Beijing ahead of the 2016 G20 Leaders' Summit. She has a bachelor's degree from Cambridge University and obtained an executive MBA at ESCP-Europe Business School, winning the International MBA Student of the Year award, bestowed by the Association of MBAs.



Tricia Nelson
Partner, Head of Transport Sector & Advisory Talent Leader, EY

Tricia Nelson is a partner with EY and leads a range of accounts across EY's government transport sector in the UK. She works extensively with infrastructure clients in the UK and abroad, helping organisations like Network Rail to deliver large, complex transformation programmes and strategies. She is also the talent lead for EY's advisory service line and is the UK and Ireland sponsor for the 'EYEdge Leadership', an accelerated 18-month learning programme open to high performing, high potential managers enabling them to build leadership skills and create change.

In 2014, Tricia was shortlisted by the Management Consultancy Association as 'Change Management Consultant of the Year', and in 2015 was highly commended for her work by the Rail Business Association in the category 'Women in Rail'. Most recently, Tricia won the award for 'Outstanding Mentor' in EY's awards for International Women's Day.



Robin Niblett CMG
Director, Chatham House

Robin Niblett became the director of Chatham House in 2007 and is an expert on UK foreign policy, European political and economic security and transatlantic relations. He is a non-executive director of Fidelity European Values Investment Trust and a member of the World Economic Forum's Europe Policy Group.

From 2001 to 2006, he was the executive vice president and COO of the Washington-based Center for Strategic and International Studies. He was a special adviser to the House of Commons Foreign Affairs Committee (2015–16), a member of the World Economic Forum Global Future Council on International Security (2016) and Chairman of the Experts Group for the 2014 NATO Summit.



Her Excellency Atsuko Nishimura

Ambassador in Charge of Women's Issues, Ministry of Foreign Affairs, Japan

Ambassador Atsuko Nishimura assumed her current position in March 2017. In 2014, she was Japan's first female Ambassador to Luxembourg. Ambassador Nishimura joined the Ministry of Foreign Affairs in Japan in 1979 and her diplomatic career has included serving as minister at the Embassy of Japan in Belgium and at the Permanent Mission of Japan to the UN. More recently she has also worked in academic and corporate roles including professor at Tohoku University's School of Law, from 2004–2008, and senior councillor Japan Oil, Gas and Metals National Corporation from 2012–2014.

Ambassador Nishimura has a BA in liberal arts and comparative literature and culture from the University of Tokyo, and has studied at L'Ecole National d'Administration in Paris. She holds a master's degree in sociology of education from Stanford University Graduate School.



Barbara J. Orser

Full Professor, Deloitte Professor in the Management of Growth Enterprises, University of Ottawa

Barbara Orser is a full professor at the Telfer School of Management, University of Ottawa in Canada. Her research focuses on women's entrepreneurship, small business finance, ICT adoption, procurement and policy. She is the lead author of over 100 academic and industry publications, including *Feminine Capital. Unlocking the Power of Women Enterprise* (Stanford University Press, 2015).

She is also the founding chair of the Canadian Taskforce for Women's Business Growth and founding co-chair of the Women Entrepreneurs Ontario Collective.

Barbara has served as advisor to several Canadian federal agencies, APEC, OECD and the US State Department. Her research has been recognized in several awards, including the Women's Executive Network's '100 Most Powerful Women in Canada' and The International Alliance of Women's 'World of Difference Award'. Recently, she featured in *Canada 150 Women* (EVOKE Press, 2017) which celebrated feminist leaders, champions and luminaries to mark the country's 150th anniversary of Confederation.



Rachel Pashley

Head, Female Tribes Consulting, J Walter Thompson

Rachel Pashley is head of Female Tribes Consulting at J Walter Thompson advertising, a unit specialising in female insight. Rachel's work at Female Tribes is perhaps the largest female insight study of its kind in the industry, challenging the stereotypes that advertising perpetuates through popular culture and that serve to limit women and recognising that advertising can be an incredibly powerful force for change.

Rachel's new book *New Female Tribes* is published by Penguin Random House in July 2018. As a keen writer and feminist she contributes to *The Drum*, *Marketing*, *Campaign*, *Sharp Heels*, *The Independent*, and the JWT Blog. She is a regular public speaker, often in partnership with The Geena Davis Institute, for *Adweek*, Cannes Festival of Creativity, Market Research Society, Account Planning Group, Creative Equals, London Live TV, LBC Radio.



Diane Perrons

Professor of Feminist Political Economy, Department of Gender Studies, London School of Economics

Diane Perrons is professor of economic geography and gender studies at the London School of Economics. Diane’s research focuses on globalisation, gender, inequality and social reproduction. Her current project concerns the gender dimensions of increasing economic inequality focusing on austerity and alternative patterns of socially equitable recovery. Much of her work examines the interplay between economic and social theory and everyday life. She recently co-directed the LSE’s Commission on Gender Inequality and Power and is a member of the policy advisory committee of the Women’s Budget Group. Diane also contributed to the International Trade Union Confederation’s study for its 2016 report on *Investing in the Care Economy: A Pathway to Growth*.



Monika Queisser

Senior Counsellor, Directorate for Employment, Labour and Social Affairs, OECD

Monika Queisser has been working at the OECD since 1997 and is currently senior counsellor to the director of employment, labour and social affairs and the head of the social policy division at the OECD. She supervises and coordinates the work on social protection, social indicators, pensions, affordable housing and family policies. Monika also manages the OECD’s *Gender Initiative* which examines gender inequalities in education, employment and entrepreneurship. As a champion of gender-related issues, she frequently participates in expert groups, forums and panels worldwide. From 2007–2008, she worked as adviser to the OECD’s secretary general.

Previously roles include working in the financial sector development department at the World Bank in Washington D.C., the Ifo Institute for Economic Research in Munich, Germany. Monika also worked as a journalist for daily newspapers and broadcasting in Germany.



A. Theodore Rizzo

Program Associate, Global Health Youth and Development, International Center for Research on Women (ICRW)

Ted Rizzo is a program associate at the ICRW where he works in the global health, youth and development portfolio as well as on the Center’s advisory team. At ICRW, Ted has supported work on sex-based harassment in the workplace, men and positive masculinities in the workplace, child marriage and sexual and reproductive health.

Prior to joining ICRW, Ted taught history at Success Academy Charter School’s Harlem Central campus. He was a U.S. Peace Corps Volunteer in Morocco where he also he worked on projects focused on girls’ education, sexual harassment, environmental education and asset based positive youth development in Tighssaline, a small community in the Middle Atlas Mountains. Ted holds a bachelor’s degree in history from New York University and a master’s degree in social science from the University of Chicago.



Joanna Louise Roper, CMG

Special Envoy for Gender Equality, UK Foreign and Commonwealth Office (FCO)

Joanna Louise Roper was appointed by the UK Foreign Secretary as the FCO's special envoy for gender equality in February 2017. Joanna is also chair of the FCO's Women, a staff association that supports women throughout their careers and works to ensure that internal policy and practice enable every woman to reach their potential. Prior to her appointment, Joanna was acting director general for the department for international trade at the British Embassy in Beijing. She has

also served as the director for consular services in the FCO, overseeing a global network of some 700 people providing assistance to British nationals who find themselves in difficulty overseas.

Joanna started her career in the Home Office, joining the FCO in 2001. She has served in Tokyo and in Islamabad and was formerly head of the FCO's China department. She also spent a number of years working on national security issues in London. In June 2016, Joanna was awarded a CMG in the Queen's Birthday Honors.



Linda Ryan

Director, Administrative Division, International Maritime Organization

Linda Ryan is a senior executive with over 30 years' experience in financial and budgetary management leading diverse teams across a variety of sectors, mainly in international settings, to include the not-for-profit sector and the commercial banking sector. Linda's experience gained to-date includes senior roles in several large UN organizations located in fragile and complex environments, as well as extensive experience gained in politically focused headquarter locations of

major cities. Starting in financial and budgetary management, Linda has extended her roles into administrative support of all administrative functions such as human resources, information technology, procurement and general administration.

Linda's academic background includes a master's degree in public administration and development, with a thesis on leadership, as well as undergraduate and professional studies in accounting and business studies from the Association of Chartered and Certified Accountants and the Institute of Commercial Management respectively.

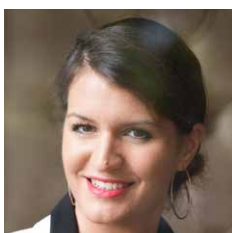


Aline Santos Farhat

Executive Vice President, Global Marketing, and Head, Global Diversity and Inclusion, Unilever

Aline Santos Farhat is Unilever's executive vice president global marketing and head of global diversity and inclusion, responsible for all marketing capabilities and innovation excellence around the world, as well as leading the company's steady march towards gender balance in the workplace. Aline has been the architect of many global brand building campaigns. Recognising the power of partnerships to

accelerate progress, she helped launch the Unstereotype Alliance with UN Women, an industry wide collaboration to eradicate stereotypes and empower people in all their diversity. Aline leads the #Unstereotype initiative at Unilever. As the head of the company's global diversity and inclusion programmes, she has worked with the board to increase female representation in management from 38% in 2010 to 47% in 2017.



Marlène Schiappa

Minister of State for Gender Equality, France

Marlène Schiappa was appointed Minister of State for Gender Equality in 2017. Prior to this Marlène held electoral offices as deputy to the mayor of Le Mans, delegate for equality, and was a community adviser and delegate for French Tech at Le Mans Métropole.

Her career has included roles as a journalist, novelist, essayist and editorial director of a news agency. In 2008, Marlène founded the blog 'Maman Travaille' aimed at building a network for busy working mothers. She holds a bachelor's degree in communication and new media from Grenoble University and a master's degree in geography from the Sorbonne.



Linda Scott

Senior Consulting Fellow, Chatham House

Linda Scott is a senior consulting fellow at Chatham House and Emeritus DP World Professor for entrepreneurship and innovation at the University of Oxford. Linda published some of the earliest research investigating the impact of interventions that assisted women in developing countries to reach economic autonomy. She continues to design, implement, monitor, and assess women's economic empowerment programs around the world.

Professor Scott has worked in partnership with a large number of organizations in both the public and private sectors including UNICEF, Procter & Gamble, the UK's Department for International Development, CARE International, Oxfam, the World Bank, and EY. She founded the Global Business Coalition for Women's Economic Empowerment (GBCforWEE), a group of nine multi-nationals dedicated to developing practices that support gender equality in the world economy.



Shuchi Sharma

Global Lead, Gender Intelligence, SAP SE

Shuchi Sharma is the global vice president and lead of gender intelligence at SAP, responsible for the strategy that supports the company's goal to obtain 28 percent women in leadership positions in 2020 and 30 percent in 2022. She has experience in many aspects of SAP's business including services, sales and marketing and served on the global leadership team within the company's business consulting practice for many years managing several parts of the EMEA region.

Shuchi has over 17 years' experience advancing women within the technology and health care industry. In 2007, she launched an organization dedicated to women's leadership and professional development in Heidelberg, Germany that has grown and developed over the last ten years to provide education, networking and coaching to over 350 women from over 14 countries and 12 industries. In the US, she obtained master's degrees in organic chemistry from the College of William and Mary and in public health policy and management from the University of Michigan.



Paola Subacchi

Senior Research Fellow, Global Economy and Finance, Chatham House

Paola Subacchi is an economist, writer and commentator on the functioning and governance of the international monetary system. She is a senior fellow at Chatham House, a visiting professor at the University of Bologna, and holds directorships at a number of public companies.

Paola is author of *The People's Money: How China is building a global currency* (Columbia University Press 2017). An Italian national, she studied at Università Bocconi in Milan and at the University of Oxford. In 2016, she was awarded the honour Cavaliere dell'Ordine della Stella d'Italia.



Julie Linn Teigland

Chair, International Policy Forum 2018; Managing Partner, Germany, Switzerland, Austria and Global Leader Women. Fast forward, EY

Julie Linn Teigland is managing partner for Germany, Switzerland and Austria and global executive sponsor for *Women. Fast forward* at EY. Born in the US, Julie lived in Germany for over 30 years and has a wealth of experience in professional services across 25 years. She has held roles involving international tax advice as well as auditing and advising large international clients, accompanying business transformations with an increasing focus on digitalization. Prior to her current role, Julie held various leadership positions within EY such as EMEIA strategic growth markets leader, managing partner for EMEIA markets and has been a member of the Area Executive Committee for EMEIA since 2012.

Julie is passionate about the transformational power of digitalization in disrupting current business models. She was the initiator of *EY's Women³. The Power of Three* and is deeply engaged in the company's *Women. Fast forward* initiative which supports the process of research, debate and consultations for the empowerment of women for economic growth. Julie is a prominent voice in the W20 global agenda and is member of the UN EQUALS Advisory Board that connects the public and private sector to advance digital equality.



Margo Thomas

Associate Fellow, Chatham House; Co-chair, Taskforce on Gender Economic Equity, T20 Argentina

Margo Thomas is an associate fellow at Chatham House and, under the Argentine G20 Presidency, serves as co-chair of the Task Force on Gender Economic Equity for the T20 (Think20), a network of research institutes and think tanks from the G20 countries.

In April 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. As founder and CEO of Women's Economic Imperative, Margo serves as a catalyst for initiatives aimed at increasing opportunities for the economic empowerment of disadvantaged and under-represented groups globally. Throughout her career spanning more than two decades as a senior official at the World Bank Group, Margo provided policy advice to over 50 national and sub-national governments. With a PhD in public policy and private sector development, Margo's areas of focus include trade and competitiveness, women's economic empowerment, business environment reform, regulatory reform, and investment policy.



Mina Toksöz

Associate Fellow, Chatham House

Mina Toksöz is an associate fellow at Chatham House and an emerging markets and country risk consultant. Mina is also an honorary lecturer at the University of Manchester's Business School. She has worked for many years in investment banking, most recently as senior consultant economist for the sovereign and country risk department at Lloyds Bank Group and previously as head of country risk at standard bank international.

Mina's expertise covers a wide swathe of the globe from Russia and Central Asia to the Middle East and North Africa and most recently authored *The Economist Guide to Country Risk* (Economist Books, 2014). She holds a DPhil in economics from Sussex University and a bachelor's degree from Bosporus University in Istanbul.



Manuela Tomei
*Director, Conditions of Work and Equality Department,
International Labour Organization (ILO)*

Manuela Tomei has been the director of the conditions of work and equality department at the ILO since 2013. Prior to that, Manuela held various posts at the ILO, both at headquarters in Switzerland and the regional office in Peru. She was the lead coordinator of the preparatory work that culminated in the adoption of the first international labour standards on decent work for domestic workers in 2011. She is presently leading preparatory work for new international labour standards on violence and harassment in the world of work. She is spearheading the ILO's Equal Pay International Campaign (EPIC), which was co-launched with UN Women and the OECD at the UN General Assembly in September 2017.

She authored the first two ILO global reports on discrimination at work produced in the framework of the follow-up to the organization's 1998 Declaration on Fundamental Principles and Rights at Work. She has written, and provided policy advice, on a range of subject matters including gender, poverty and work, informal and non-standard forms of employment, and wages and the gender pay gap.



Anka Wittenberg
Chief Diversity and Inclusion Officer, SAP SE

Anka Wittenberg is chief diversity and inclusion officer at SAP and is responsible for the development and implementation of SAP's diversity and inclusion strategy. The recipient of two Stevie Awards, Anka's role in technology extends beyond her work at SAP to companies looking to embrace diversity and inclusion using technology to reduce workplace bias in the HR lifecycle and to ensure responsible production in their supply chain. She is a frequent presenter at universities and is actively involved with UN Women helping to drive its Sustainable Development Goals which aim to end poverty, combat inequalities and promote prosperity while protecting the environment.

With a focus on protecting the rights of young women and children, Anka chairs the board of the World Childhood Foundation, an organization that defends the rights of children and promotes better living conditions for vulnerable and exploited children worldwide. She holds a master's degree in economics and is married with three adult children.

