IOE Gender Network: *Women & Technology*

Thursday 3 September, 13:30 CET

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Welcome

- Please mute your microphone

- Please switch on your camera unless you have connectivity issues

- Use the chat box to raise questions

- We will start soon!

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Agenda

13:30-13:40	Opening remarks by the Chair, **Ms. Maria Paz Anzorreguy**, IOE Director Updates on IOE gender activities, **Ms. Akustina Morni**, IOE Adviser
13:40-13:55	Presentation **by Dr. Jasmine Begum**, Director of Legal and Government Affairs for Microsoft ASEAN & New Markets, 'Enabling environment for women to grow, thrive and innovate in the digital era'
13:55-14:05	Q&A session
14:05-14:20	Presentation by **Mr. Christopher Kip**, Child Rights and Business Specialist, UNICEF on 'Family-friendly policies: supporting parents at work and home'
14:20-14:30	Q&A session
14:30-14:55	Key 'food for thought' messages from women leaders in technology on the 'secret ingredient' to help ensure diversity in digital economy: • **Ms. S'onqoba Vuba**, COO, Entrepreneur, Board Chairman, 4IR Presidential Commissioner, Perpetu8 (South Africa) • **Ms. Raghmah Solomon**, CEO and Owner, Vortex Design Solutions (South Africa) • **Ms. Alesia Rodríguez Pardo**, CEO, INCLUSION Consulting Group (Venezuela) • **Ms. Samiha Hoque**, Business Development Executive, Insight Labs MetSys Ltd (Bangladesh)
14:55-15:00	Concluding remarks by the Chair

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Ms. María Paz Anzorreguy
Director of ILO Coordination
International Organisation of Employers (IOE)

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Ms. Akustina Morni
Adviser
International Organisation of Employers (IOE)

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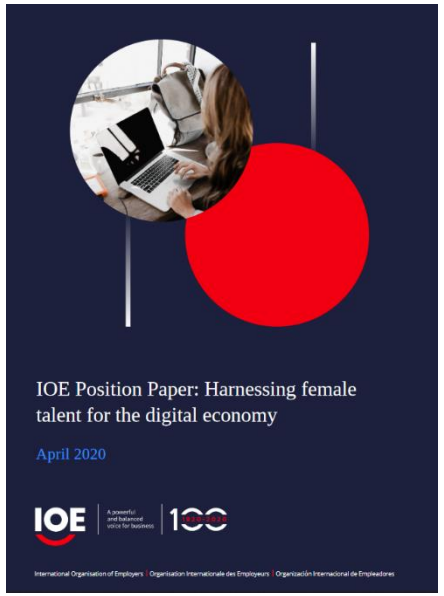
IOE Women Empowerment initiatives

- **EPIC** (as Steering Committee member)
- **UN Global Compact Gender Equality Global Coalition** (as member)
- **IOE Gender Network** (next one December 2020)
- **2 policy papers on gender** (harnessing female talent in top management positions & digital economy)

(https://www.ioe-emp.org/policy-priorities/diversity)

- **EU project on gender** (training course on gender equality and diversity)



Video

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Dr. Jasmine Begum
Director of Legal and Government Affairs
Microsoft ASEAN & New Markets

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Q&A

Mr. Christopher Kip
Child Rights and Business Specialist
UNICEF

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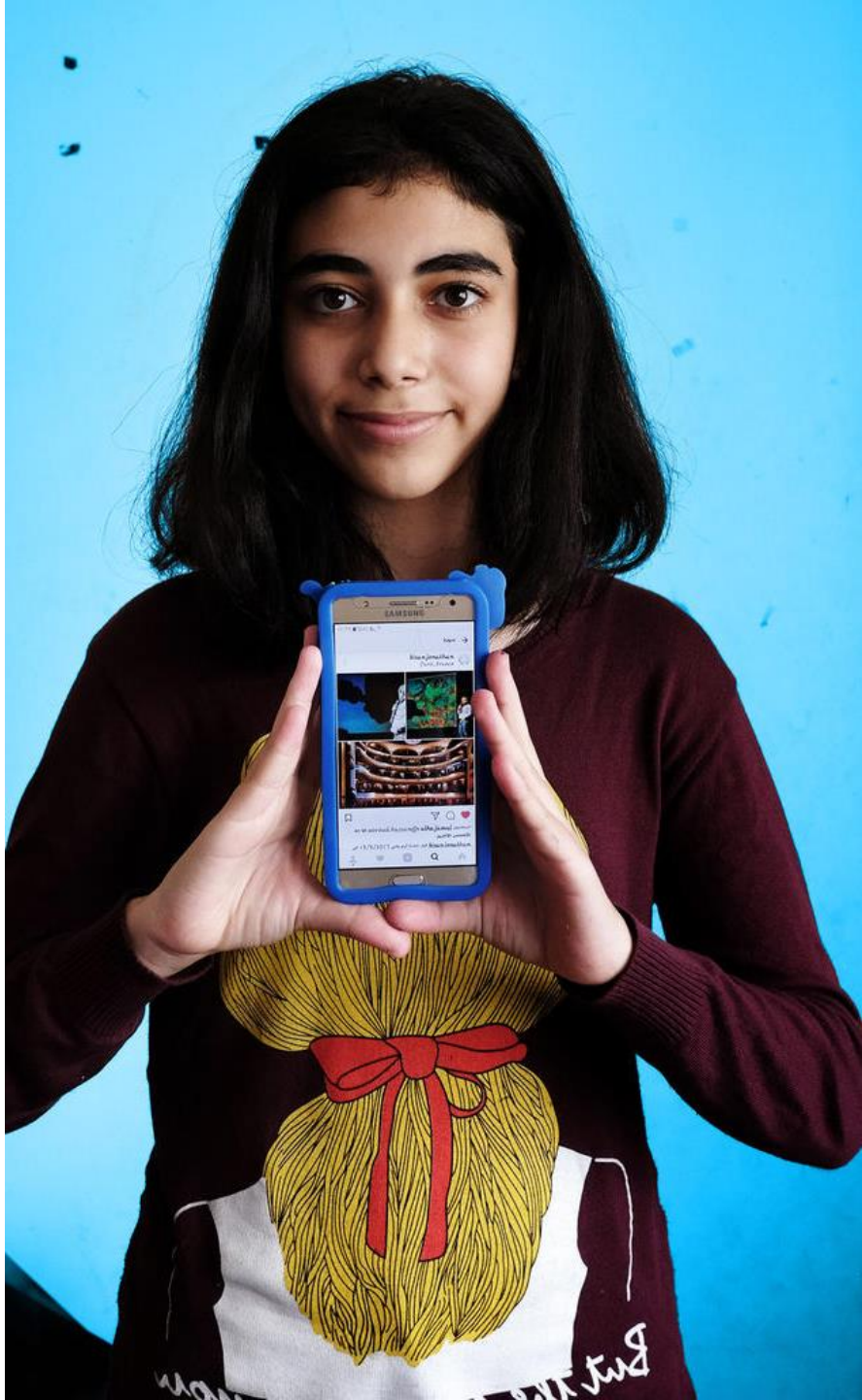
Women’s equal participation in the digital economy: the case for family-friendly policies

unicef

for every child

The digital transformation is altering and redefining the very concept of work. **It also presents increased opportunities for women's employment and empowerment globally.**



Gaps and Opportunities for Working Women in the Digital Economy

The technology sector is growing rapidly, with the digital economy worth approximately US$11.5 trillion globally. **Women make up 37% of entry-level tech roles, with representation falling to below 15% among the most senior positions.**

For many women, the platform (or gig) economy represents market access with fewer barriers. **However, major structural barriers exist for women, including a lack of gender-sensitive and inclusive workplaces.**

Gender inequality at work not only poses lost opportunities for women.

Failing to close the gender leadership gap in tech also leaves US$430 - $530 billion in added productivity value out of reach for global economies.

Harnessing women's skills and talents for the digital age requires comprehensive and tailored support that enables women to better reconcile their work and family lives.

Family-friendly policies are instrumental to bridging the gendered digital divide, ensuring that working mothers have adequate time, resources and services to care for their children, while fulfilling their work obligations, staying in their jobs and improving/unlocking their skills and productivity.

Family-Friendly Policies: At a Glance

Paid parental leave, covering both mothers and fathers to care for young children.

Flexible work arrangements that offer choices on when and where workers fulfill their responsibilities, such as adjusted working hours, compressing the work week, or working from home.

Access to affordable, quality childcare, from the end of parental leave to children's entry into the first grade of school.

Protections for pregnant women and mothers, including job security, and support for breastfeeding mothers, including paid breaks and adequate facilities to accommodate breastfeeding at work.

Child benefits, which include regular cash transfers as part of a government-sponsored system of social protection and social services and can be supported by public-private partnerships between government, local industry associations and communities to mobilize additional resources.

Family-Friendly Policies: Benefit Women, Benefit All

Paid parental leave and protections for pregnant women

- ✓ Improved health outcomes
- ✓ Increased labor force attachment
- ✓ Economic empowerment

- ✓ Reduced turnover and retention costs
- ✓ Add up to US$12 trillion to global GDP

Affordable, accessible, quality childcare and flexible work arrangements

- ✓ Higher labor force attachment
- ✓ Beneficial health, socio-emotional, & educational outcomes for children
- ✓ Increased productivity and reduced stress

- ✓ ROI: 7 – 13%
- ✓ Save businesses US$13 billion and the economy US$57 billion annually (US-based study)

Breastfeeding support

- ✓ Improved health outcomes
- ✓ Bonding opportunities
- ✓ Reduced financial burden

- ✓ ROI: 3 to 1 (breastfeeding room)
- ✓ Save US$300 billion in healthcare costs

The COVID-19 crisis has brought into sharp focus many inherent inequalities and threatens to deepen them. **If we are to build back better, we must also build back equal, and ensure that the benefits of decent work and family-friendly policies accrue to all.**

Q&A

Key ‘food for thought’ messages from women leaders in technology on the ‘secret ingredient’ to help ensure diversity in digital economy

Ms. S'onqoba Vuba

Co-Founder & Managing Director, Perpetu8
CEO, 10X Entrepreneur
Commissioner, Presidential Commission on the 4IR

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Ms. Raghmah Solomon
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Business Development Executive
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Concluding remarks

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Thank you!

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