

# Gender Equality and the Global Jobs Challenge

6<sup>th</sup> Annual Women's Empowerment Principles Event

6 March 2014

United Nations Headquarters  
New York, NY



Held in observance of International Women's Day, the event will spotlight business strategies, experience and challenges on increasing and enhancing job opportunities for women and expanding access to decent jobs. With more than 670 CEO signatories worldwide, the WEPs, a partnership initiative of UN Women and the UN Global Compact, provide a roadmap for companies to advance and empower women in the workplace, marketplace and community. The WEPs 6 March event at United Nations Headquarters brings together the experience of leading stakeholders from business, government and civil society to strengthen local and global solutions.

**6 MARCH 2014**  
**UN Headquarters, NYC**

**MORNING PLENARY**  
**Trusteeship Council Chambers, UN Headquarters, New York**  
**08:00 to 12:30**

\*\*\* The morning sessions of the 6<sup>th</sup> Annual Women's Empowerment Principles Event will be held in the Trusteeship Council Chambers and are open to all registered participants and UN badge holders.

**08:00**     **ARRIVAL AT UNITED NATIONS HEADQUARTERS** (1<sup>st</sup> Ave & E 47<sup>th</sup> Street, New York)  
Participants are strongly encouraged to arrive early for security check in and networking.

**9:00**     **WELCOME/SETTING THE STAGE**

- Mr. Georg Kell, Executive Director, **UN Global Compact Office**
- Ms. Phumzile Mlambo-Ngcuka, Under-Secretary-General and Executive Director, **UN Women**

**9:15**     **OPENING HIGH-LEVEL REMARKS:**  
**JOBS, GENDER AND DEVELOPMENT: CONFRONTING THE GLOBAL CHALLENGE**

According to the International Labour Organization (ILO), some 45–50 million new jobs will be needed each year over the next ten years just to keep up with the growth of the world's working-age population and reduce the unemployment caused by the critical ongoing global economic slowdown.<sup>1</sup> As the private sector is the engine driving 90 percent of today's jobs, addressing chronic gender inequality must be a top priority. Meeting the global jobs challenge with approaches that ensure fairness for women and men is central to the business, development and gender equality agendas; indeed, success is interdependent. As the private sector is the engine driving 90 percent of today's jobs, addressing chronic gender inequality must be a top priority. Leaders from business, government and key international organizations will share their perspectives on creating and enhancing opportunities for women in the global job market.

Moderator:

- Mr. Jo Confino, Executive Editor, **Guardian**; and Chairman and Editorial Director, **Guardian Sustainable Business**

Opening Remarks:

- Ms. Barbara J. Krumsiek, CEO, **Calvert Investments**

<sup>1</sup> [http://www.ilo.org/global/topics/post-2015/documents/WCMS\\_193483/lang--en/index.htm](http://www.ilo.org/global/topics/post-2015/documents/WCMS_193483/lang--en/index.htm)



	<ul style="list-style-type: none"> <li>▪ Mr. Steve Almond, Chairman, <b>Deloitte Touche Tohmatsu</b></li> </ul> <p>Panel:</p> <ul style="list-style-type: none"> <li>▪ Mr. Nigel Twose, Director, Development Impact Department, <b>International Finance Corporation (IFC)</b></li> <li>▪ Ms. Arancha González, Executive Director, <b>International Trade Centre (ITC)</b></li> <li>▪ Ms. Pacita U. Juan, Founder and President, <b>ECHOstore</b> and President, Philippine Chapter of <b>International Women's Coffee Alliance (IWCA)</b></li> <li>▪ Ms. Jane Stewart, Special Representative and Director, <b>ILO</b> Office to the United Nations</li> <li>▪ Ms. Futhi Mtoba, Representing the South African Chapter, <b>New Faces, New Voices</b></li> </ul>
10:45	<p><b>CONSCIOUS AND UNCONSCIOUS BIAS: BREAKING STEREOTYPES, EXPANDING OPPORTUNITIES</b></p> <p>The cross-cutting dilemma of conscious and unconscious bias continues to block fully achieving the goals of the Women's Empowerment Principles. This panel will explore innovative ways that businesses are leveraging their influence both internally and externally to promote women's empowerment and address stereotypes and biases that restrict gender equality policies and programmes from reaching their intended mark.</p> <p>Moderator:</p> <ul style="list-style-type: none"> <li>▪ Mr. Jo Confino, Executive Editor, <b>Guardian</b>; and Chairman and Editorial Director, <b>Guardian Sustainable Business</b></li> </ul> <p>Speakers:</p> <ul style="list-style-type: none"> <li>▪ Ms. Catherine A. Rogers, Esq, Executive Counsel, Labor &amp; Employment, <b>General Electric Company</b></li> <li>▪ Mr. Stephen Fitzgerald, Male Champions of Change Representative, Future Fund, <b>Board of Guardians</b></li> <li>▪ Ms. Elisabeth Kelan, Associate Professor, Department of Management, <b>Kings College</b></li> <li>▪ Ms. Nathalie Malige, CEO, <b>Diverseo</b></li> </ul>
11:45	<p><b>2<sup>nd</sup> ANNUAL WEPs LEADERSHIP AWARDS – SALUTING CEO COMMITMENT AND INNOVATION TO REALIZE GENDER EQUALITY</b></p> <p>The 2014 WEPs Leadership Awards recognize exceptional CEOs who are driving and advancing the 7 Principles. Awardees will discuss their strategies, rationales, actions and commitment.</p>
<p><b>WEPs LUNCHEON &amp; AFTERNOON ROUNDTABLE SESSIONS</b>  <b>Delegates Dining Room, UN Headquarters, New York</b>  <b>12:45 to 18:00</b></p> <p><b>*** Lunch and the afternoon panel and roundtable discussions will take place in the Delegates Dining Room, 4<sup>th</sup> Floor. Kindly note that due to capacity restrictions, participation is by invitation only and a cost-contributing fee does apply. The Afternoon Roundtable Sessions foster business-to-business learning and dialogue and priority will be given to companies that have signed the CEO Statement of Support for the WEPs. A limited number of complimentary seats will be reserved for non-business representatives that are concretely working with the seven Principles to advance gender equality.</b></p>	
12:45	<p><b>LUNCH AND KEYNOTE REMARKS</b></p> <ul style="list-style-type: none"> <li>▪ Ms. Anne-Marie Slaughter, President, <b>New America Foundation</b></li> </ul>
2:45	<p><b>WORK, FAMILIES AND GENDER EQUALITY: STRESS AND SOLUTIONS</b></p> <p>Fulfilling the joint responsibilities of work and family care continue to challenge women and men, companies and governments. This discussion will explore a range of approaches fielded by companies, whether on their own or through enhanced Government relationships, that strive to meet the needs of women and families and create family responsive workplace policies.</p>

	<p>Moderator:</p> <ul style="list-style-type: none"> <li>Ms. Meryle Mahrer Kaplan, Senior Vice President, Talent, Culture, and Global Member Services, <b>Catalyst</b></li> </ul> <p>Speakers:</p> <ul style="list-style-type: none"> <li>Ms. Sue Townsen, Risk Consulting Partner, Advisory Leader East Region, <b>KPMG</b></li> <li>Ms. Sunita Rebecca Cherian, Vice President – Human Resources &amp; Global Head – Diversity &amp; Inclusion, <b>Wipro Limited</b></li> <li>Mr. Koray Bebekoğlu, Strategic Marketing and Corporate Communications Director, <b>Doğuş Otomotiv</b></li> <li>Mr. Mauricio F. Leonardo Junior, Executive Manager, Human Resources Directorship, <b>Banco do Brasil</b></li> </ul>
3:45	<p><b>INCREASING WOMEN IN THE WORKFORCE: OPENING THE DOORS AND CHANGING THE COMPANY CULTURE</b></p> <p>While increasing women’s labour force participation is critical, the focus must also include removing barriers to nontraditional jobs and significantly raising the participation of women in all levels of the company. This session examines the change agents and focuses on the real world experience of companies representing various sectors that have undertaken strategic, rigorous, measurement-based approaches to increase the numbers of women at various levels and in nontraditional jobs as well.</p> <p>Moderator:</p> <ul style="list-style-type: none"> <li>Ms. Jeni Klugman, Director, Gender and Development, <b>World Bank</b></li> </ul> <p>Speaker:</p> <ul style="list-style-type: none"> <li>Mr. Sergio França Leão, Managing Director of Sustainability, <b>Odebrecht S.A.</b></li> <li>Ms. Jody Mahoney, Senior Vice President, Corporate Partnerships, <b>Anita Borg Institute</b></li> <li>Ms. Francie Shonhiwa, Group Social Investment Manager, <b>PPC Limited</b></li> </ul>
4:45	<p><b>EXPANDING WOMEN’S ENTERPRISE OPPORTUNITIES, BUILDING BUSINESS AND SOCIAL VALUE</b></p> <p>This session will highlight the importance of investing in enterprise development for women and ways that companies can and are leveraging the value-chain to create and enhance women’s work opportunities. Participants will discuss how to evaluate the ‘business case’ for these efforts, since economic and social values are often intertwined.</p> <p>Moderator:</p> <ul style="list-style-type: none"> <li>Ms. Arancha González, Executive Director, <b>International Trade Centre (ITC)</b></li> </ul> <p>Speakers:</p> <ul style="list-style-type: none"> <li>Ms. Marcela Manubens, Global Vice President for Social Impact, <b>Unilever</b></li> <li>Mr. Arif Zaman, Advisor to the <b>Commonwealth Business Council</b> on Corporate Governance, South Asia and the Commonwealth Businesswomen Network</li> <li>Ms. Joni Simpson, Global Coordinator &amp; Specialist, Women’s Entrepreneurship &amp; Entrepreneurship Education, Small Enterprises Programme, <b>International Labour Organization</b></li> <li>Ms. Mayra Hernandez, Corporate Director for Sustainability, <b>Banorte</b></li> </ul>
5:45	<p><b>CLOSING KEYNOTE</b></p>
5:50	<p><b>CLOSING REMARKS</b></p>