

THE GENDER & BUSINESS DIGEST

Curated quarterly top news, trends and research related to gender equity and women's empowerment throughout the value chain

MAY 2018

BUSINESS LEADERS AND BOARD MEMBERS

EMPLOYEES

GLOBAL SUPPLY CHAIN ACTORS

CONSUMERS

COMMUNITY MEMBERS

TRENDS & TOP NEWS

1 Investors push harder for women directors after UK pay-gap disclosures

The publication of every big company's gender pay gap figures in the U.K. has become a powerful catalyst for action. Some of the world's biggest investors are shifting their focus to the lack of women on corporate boards. Legal & General Investment Management is the latest institution to say it will vote against boards that are not at least 25 percent female. BlackRock Inc., the world's largest asset manager, has said it now expects companies to have at least two women on their boards in the U.S. [READ MORE](#)

2 Eight ways to keep women in the executive pipeline

Several simple practices that can be adopted to address some barrier's to women's advancement: enforcing a "no interruption" rule at meetings; creating norms of hearing from all attendees; implementing unobtrusive "temperature checks" to get a quick read on sentiment; using anonymized screening tools; finding out the genders of candidates for hire or promotion only after examining their qualifications; having more than one diverse candidate in the hiring pool; offering women who don't meet every criterion but have potential a "trial period" to audition for an executive role. [READ MORE](#)

3 How the Gates Foundation makes 52 weeks of paid parental leave work

The Gates Foundation is one of few organizations giving workers - female and male - the option to take a full year off to be with newborn children. One challenge is pressure on the leadership team when an individual takes this leave. To solve this, managers are learning through toolkits and focus groups how to quantify work that needs to get done, reset goals and expectations across the team, and backfill individuals. Managers also do a new hire orientation to bring individuals back in. [READ MORE CHALLENGES, SOLUTIONS & ADVICE](#)

4 A successful fight for family leave for all Walmart workers

A coalition of investors, blue-collar workers and labor organizers came together to urge Walmart to give all of its workers the same family-leave benefits that its executives get. As a result, Walmart announced a new parental-leave policy: 10 paid weeks for all full-time birth mothers, and six paid weeks for other new parents. Walmart's rank-and-file workers are predominantly female. It's important that policies that support, reduce and redistribute care work reach all types of workers. [READ MORE](#)

5 Gender inequity in the energy sector slowing transition to greener power

Gender imbalance at energy firms and industry events is slowing transition to greener power. Poor gender diversity means that the industry is less open to new ideas, in particular the move to a lower-carbon energy system. "Conventional" parts of the sector - fossil fuel power generation and energy networks - are more male-dominated than greener, innovative companies. [READ MORE](#)

6 #TimesUp for global supply chains. So what can be done?

In this ICRW article, we explore how sexual harassment has become normalized in global supply chains. Men dominate management positions, and harassment has historically been swept under the rug on the way to meeting production targets. Also, women in low wage jobs have less bargaining power to push back and many women face retaliation as a result of speaking up. What can be done? The article highlights some short term actions, as well as larger ones including promoting more women in managerial roles, building women's skills and supporting worker representation and bargaining units. [READ MORE](#)

7 Unpaid care is the single largest contributor of entrepreneurial failure for low-income women

Research from the Failure Institute and Pro Mujer find that a lack of effective division of domestic labor - i.e. the distribution of domestic tasks and family responsibilities among members of a household, including partners, children, or other people living in the same home - is the single largest contributor of entrepreneurial failure among low-income women, playing a role in 49 percent of the failures studied. [READ MORE](#)

8 Automation to impact women more than men - at first

PwC research has outlined three waves to automation: the algorithm wave (going to early 2020s), the augmentation wave (going to late 2020s), and the autonomy wave (going to mid 2030s). The first two waves will disproportionately impact women potentially putting 23% of jobs at risk, while the third wave will impact men more. In this first wave, female-dominated roles like secretaries and administrative assistants face displacement. At a broader level, women are more concentrated in sectors such as education and health, which require more personal and social skills that are less easily automated (for now). [READ MORE](#)



SPOTLIGHT

WOMEN TO DRIVE IN SAUDI ARABIA IN JUNE

In September 2017 a decree was signed allowing women to apply for driving licenses. It is expected that women will start driving on June 24, 2018.

The expected addition of 3 million new women drivers to Saudi Arabia's automotive market by 2020 will open a host of incremental opportunities for investors and industry participants, ranging from car sales to motor insurance, vehicle leasing and driving schools. [READ MORE ABOUT THE MARKET OPPORTUNITY HERE](#)

Challenges remain, such as the shortage of driving schools for women, high cost of classes and authorities' alleged intimidation of women who campaigned for the right to drive. [READ MORE](#)

DID YOU KNOW?

A recent study published in the Journal of Corporate Finance has found that CEOs with strong connections to people of different demographic backgrounds and skill sets create higher firm value. A more diverse network gives CEOs access to diverse sets of knowledge, which can lead to novel ideas and willingness to tackle innovative projects. Additionally, heterogeneous social ties increase a CEO's ability to obtain a network of foreign contacts and identify good business opportunities in other industries. [READ MORE](#)

FEATURED RESEARCH & SOLUTIONS

INSIGHTS FOR CURIOUS MINDS

The sharing economy and women's empowerment

New technologies and business models are rapidly opening alternative pathways to economic growth in emerging markets; the sharing economy—especially the ride-hailing industry—is a notable part of this transformation and has the potential to better include and serve women. A new report from IFC, Driving Toward Equality: Women, Ride-Hailing, and the Sharing Economy, explores how women and men participate in ride-hailing, particularly in emerging markets. The report uses data from Uber and survey results of more than 11,000 drivers and riders. It sheds light on how the emergence of ride-hailing is affecting women's work and mobility and how companies across the sharing economy can ensure women's equal participation and gain. [READ THE FULL REPORT HERE](#)

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