The sharing economy is one of the most promising new opportunities for growth 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—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, offering women who don’t meet every criterion but have potential a “trial period” to audition for an executive role. READ MORE

How the Gates Foundation makes 52 weeks of paid parental leave work
The Gates Foundation is one of a 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. READ MORE CHALLENGES, SOLUTIONS & ADVICE

A successful fight for family leave for all Walmart workers
A coalition of investors, blue-collar workers and labor organizations 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 paid parental-leave policy: 10 paid weeks for all full-time female and male newborn parents, and 6 paid weeks for older parents, Walmart’s new-and-leaf workers are predominantly female. It’s important that policies that support, reduce and re-direct care work reach all types of workers. READ MORE

Gender inequity in the energy sector
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 low-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

TimesUp for global supply chains. So what can be done?
In this IRW 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. READ MORE

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

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 health care, retail, and clerical, which will require more personal and social skills that are less easily automated (for now). READ MORE

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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 IF, 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.