



## 2019 Gender equality in business

**7 March 2019**

Auditorium, OECD Conference Centre

## AGENDA

The OECD is committed to promoting gender equality as a strong driver of economic development, inclusivity and socio-economic participation. In advance of International Women’s day, the OECD annual conference on gender equality for business will welcome senior decision-makers from the public and corporate worlds, experts, academics and stakeholders to debate:

- The Gender Implications of Whistleblowing
- The Ethics & Boards Gender Diversity Index
- Gender and Competition

<b>13:00-13:30</b>	<b>Opening Keynote</b>
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Keynote **Her Excellency Inga Rhonda King**, President of UN ECOSOC

<b>13:30-15:00</b>	<b>The Gender Implications of Whistleblowing</b>
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Moderator **Mathilde Mesnard**, Deputy Director, Financial and Enterprise Affairs, OECD

Scandals such as Luxleaks and Cambridge Analytica along with the #Metoo movement have highlighted overwhelming support for public interest reporting. In addition, there has been a significant trend in the enactment of whistleblower protection laws by several countries over the last 5 years. Yet whistleblowing remains a dangerous activity in many countries across the globe due to power differences, legal uncertainty over protection, poor reporting mechanisms, and cultural barriers. Nevertheless, many high profile whistleblowers over the years have been women. The work currently being carried out by the EU and the G20 could help promote universal legislation in the field of protected reporting and the timely update of the OECD 2009 Anti-Bribery Recommendation has strong potential to bolster the OECD’s existing whistleblower protection standards, including by exploring gender effects in policy design and implementation. This session will discuss the interplay between gender, race, sexuality and whistleblowing, and also address the potential for gender sensitive reporting mechanisms and protections.

Panel discussion

**PANELISTS:**

- Stephanie Gibaud**, Author, Whistleblower, Former Marketing Manager at UBS
- Preethi Nallu**, Acting Executive Director, The Signals Network
- Virginie Rozière**, MEP, Group of the Progressive Alliance of Socialists and Democrats
- Shahmir Sanni**, Digital Content Strategist and Brexit Whistleblower

15:00-15:30

Presentation of EWOB - Ethics & Boards Gender Diversity Index

Keynote

**Monique Lempereur**, President of EWOB  
**Floriane de Saint Pierre**, Founder & President of Ethics & Boards

The first European Women on Boards and Ethics & Boards European Gender Diversity Index was launched in November 2018. The comparative ranking highlights the best practices of European companies in terms of gender diversity and has been set up with the purpose to measure the evolution of gender diversity at the top of the European corporate world. It analyses the situation in the 200 largest companies of the Stoxx Europe 600 registered in nine European countries. In 2018, 33.6% of non-executive board members were women. Nearly 60 % of companies surveyed have at least 1/3 women board members, but still 9% of companies have 20% or less women board members. Five percent of companies in the Index have a woman Chair of the Board while 4.5% have a woman serving as CEO / Chair of the Executive Board.

15:30-16:00

*Coffee Break*

16:00-17:30

Gender and Competition

Chair

**Nadia Vassos**, Senior Competition Law Officer at Competition Bureau Canada

Competition policy usually thinks in terms of consumers and firms, government and regulators. Traditionally, consumers have been considered only by their willingness to pay, their (rational) preferences, their ability to substitute between products offered by firms. Meanwhile, firms are treated as entities that are defined by the profit-maximising objectives of their owners, and only rarely seen as collections of people. Competition policy is therefore largely gender blind and prides itself on its objectivity. The OECD has started to consider whether applying a gender lens might in fact help deliver a more objective competition policy by identifying additional relevant features of the market, and of the behaviour of consumers and firms.

Panel discussion

**PANELISTS:**

**Sally Hubbard**, Director of Enforcement Strategy, Open Markets Institute  
**Estefania Santacreu-Vasut**, Associate Professor in Economics, ESSEC Business School  
**Natalie Harsdorf**, Deputy Managing Director of the Austrian Federal Competition Authority

17:30-17:40

Wrapping up by Mathilde Mesnard, Deputy Director, Financial and Enterprise Affairs, OECD