Conference on business, finance and gender

8 March 2017
Auditorium, OECD Conference Centre

PROGRAMME

■ Background

How should pension systems account for gender differences and deliver equitable pensions for women and men? Do differences in financial literacy between men and women impact their long-term well-being? What can be done to provide women with access to the formal economy and safe working conditions? How can men engage more within companies to bring about change?

These are some of the questions to be debated at an OECD-hosted conference taking place on International Women’s Day within the framework of the OECD Gender Initiative. In working towards equality, all stakeholders have a role to play in promoting a mind shift and a cultural change in societies.

■ Meeting format

Senior decision-makers from the public and corporate worlds, experts, academics and stakeholders will consider different policy approaches and share their experiences and insights on a wide range of gender-related topics:

- Gender differences in financial literacy and inclusion
- Women working in the informal economy and the role of business
- Gender differences in the changing pensions landscape
- Empowering women to fight back against corruption
- Engaging men, how can companies achieve progress or respond to backlash?

For more information, please visit oe.cd/wmn.

Follow us on Twitter @OECD_BizFin join the conversation at #IWD2017 #BeBoldForChange

■ Contacts

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MAKE TOMORROW, TODAY
### 14:00-14:15 Welcoming remarks

**Video address**  
Justin Trudeau, Prime Minister, Canada

**Special address**  
Gabriela Ramos, Special Counsellor to the Secretary-General, Chief of Staff, and Sherpa to the G20, OECD

**Moderator**  
Sarah Gordon, Business and Associate Editor, Financial Times

### 14:15-15:00 Session 1: Gender differences in financial literacy and inclusion

OECD research on adult financial literacy competencies shows that in many countries women have lower financial knowledge and lower confidence in their financial skills than men. World Bank and national research also show gender differences in access to financial markets. Countries need to further develop and tailor their financial education and financial inclusion policies to help address women’s need for greater financial empowerment. This session will set the scene by exploring how differences in financial literacy and inclusion between men and women can impact their long-term well-being.

**Speakers**  
Eric Parrado, Chairman, Superintendence of Banks and Financial Institutions, Chile  
Chiara Monticone, Financial Affairs Division, OECD  
Aude De Montesquiou, Financial Sector Specialist, Consultative Group to Assist the Poor (CGAP)

### 15:00-15:45 Session 2: Women working in the informal economy and the role of business

Some segments of global supply chains employ a high percentage of women workers and present risks potentially harmful to women and girls. Improving conditions for women working in these sectors could have a tremendous impact on our ability to achieve the sustainable development goals. Key sectors include mining in conflict-affected and high-risk areas, extractives, textiles and agriculture. The OECD has developed due diligence guidance for specific sectors that asks companies to consider how certain supply chain risks can disproportionately affect women and to ensure that women’s perspectives are fully reflected in due diligence assessments. Building on recommendations in the guidance, this session will focus on concrete tools and steps that can be taken to help women and girls working in precarious conditions in global supply chains.

**Speakers**  
Karen Hayes, Senior Director, Mines to Market, Pact  
Joanne Lebert, Executive Director, Partnership Africa Canada (PAC)  
Brandee Butler, Head of Gender Justice & Human Rights, C&A Foundation

### 15:45-16:15 Coffee Break (courtesy of Mercer)

### 16:15-16:45 Session 3: Talk on “Empowering women to fight back against corruption”

**Speaker**  
Hera Hussain, Founder of CHAYN, Co-Founder of EmpowerHack, Community and Advocacy Manager at OpenCorporates

Hera Hussain mobilises communities, journalists and activists by helping them embrace open data and technological innovation to create positive change around the globe. She will talk about how corruption negatively impacts women, particularly in countries where they are marginalised from the political sphere. Ms. Hussain will also show how women can empower themselves to fight back including by using open data, open government and civic tech movements.
Women live longer than men, have lower participation in the labour market, lower salaries, more career breaks, and tend to leave the labour market earlier. As the pensions landscape in OECD countries evolves, the links between labour market income and retirement income are strengthening. This shift may disadvantage women as gender differences during active years risk becoming gender differences in old age. This session will explore policy options for the design of funded private pensions to enhance the risk sharing capacity of the private system.

Moderator: Monika Queisser, Senior Counsellor, Employment, Labour and Social Affairs, OECD

Speakers:
- Eve Read, Head of Proposition, UK DC Pensions & Financial Wellness, Mercer
- Ed Palmer, Professor Emeritus of Economics, Uppsala University and Former Head of Research, Swedish National Social Insurance Board

17:30-18:00

Session 5: Talk on "Engaging men, how can companies achieve progress or respond to backlash?"

Speaker: Robert Baker, Senior Partner, Client Director, Mercer, Board Member PWN Global

As companies strive for gender balance in leadership, engaging men as part of the solution is key. In addition to his position in Mercer, Robert is Vice President of the Board of the global Professional Women’s Network. In this role, he is focused on engaging men to support gender equality, at work, at home and in all aspects of life. He will provide some practical insights on how companies can leverage male leaders to achieve progress. He will also discuss how they can respond to any "backlash" from men who feel impacted by women’s advancement.

18:00-18:15

Wrap-up: Takeaways and implications for future OECD work

Pierre Poret, Director, Financial and Enterprise Affairs Directorate, OECD

18:15-19:30

Cocktail Reception (courtesy of Mercer)

Pat Milligan, Global Leader, Multinational Client Group & When Women Thrive.
BIOGRAPHIES

Video Address

Justin Trudeau
Prime Minister, Canada

Mr. Trudeau is Canada’s 23rd Prime Minister, the Minister of Intergovernmental Affairs and the Minister of Youth. He graduated from McGill University in 1994 and then completed the University of British Columbia’s education program. In 2007, Mr. Trudeau decided to serve Canadians by seeking the nomination in the Montreal riding of Papineau. He was elected in 2008, and then again in 2011 and 2015. Mr. Trudeau was elected Leader of his party in April 2013. Propelled by hope and hard work, he focused his leadership on building the team and the plan to create growth that works for the middle class, and fair economic opportunity for everyone; on respect for and promotion of freedom and diversity; and on a more democratic government that represents all of Canada. On October 19, 2015, Mr. Trudeau led his party to victory, winning a majority government with seats in every province and territory across the country. He was elected on a platform for change and growing the middle class. Mr. Trudeau was sworn in on November 4, 2015, with an equal number of men and women in Cabinet — a first in Canada’s history.

OECD Hosts

Gabriela Ramos
OECD Chief of Staff and Sherpa to the G20, Special Advisor to the Secretary-General

Ms. Ramos is the OECD Chief of Staff and Sherpa to the G20. Besides supporting the Strategic Agenda of the Secretary General, she is responsible for the contributions of the Organisation to the global agenda, including the G20 and the G7. She leads the Inclusive Growth Initiative and the New Approaches to Economic Challenges and also oversees the work on Education, Employment and Social Affairs (including gender). Previously, she served as Head of the OECD Office in Mexico and Latin America, co-ordinating several reports on Mexico to advance the health and education reform. She developed the OECD’s Mexico Forum and edited and launched the “Getting it Right” flagship publication series. Prior to joining the OECD, Ms Ramos held several positions in the Mexican Government, including Director of Economic Affairs (and OECD issues) in the Ministry of Foreign Affairs and Technical Secretary at the Office of the Minister for the Budget. She has also held several positions as Professor of International Economy at the Universidad Iberoamericana and at the Instituto Tecnológico Autónomo de México. Ms Ramos holds an MA in Public Policy from Harvard University, and was a Fulbright and Ford MacArthur fellow. She was decorated with the Ordre du Merit by the President of France, François Hollande, in 2013.
Pierre Poret  
Director, Financial and Enterprise Affairs Directorate, OECD  
Mr. Poret is Director of the Directorate for Financial and Enterprise Affairs of the OECD. From June 2014 to September 2016, he was Deputy Director in the Directorate for Financial and Enterprise Affairs and also the Coordinator for OECD Accession and the Chair of its Editorial Board. Mr. Poret was appointed Counsellor of the Director in the Directorate in 2011. From 2001 to 2010, he was Head of the Investment Division where he managed a team of 30 policy analysts, responsible for advising governments on international investment policies, corporate responsibility, international investment agreements and investment statistics standards. From 1998 to 2001 Mr. Poret held several positions at the OECD including Deputy Head of the Secretary-General’s Office. In 1986 he joined the OECD as an Economist in the Economics Department, becoming a Senior Economist in the Directorate for Financial, Fiscal and Enterprise Affairs in 1991. Mr. Poret graduated with a Doctorate in Business Management from Paris IX - University in 1982 and obtained an “Agrégation” in Social Sciences in 1983. Mr. Poret worked as a macroeconomist at the French Ministry of Finance (1983–1986).

Moderators  
Sarah Gordon  
Business and Associate Editor, Financial Times  
Ms. Gordon previously spent five years in charge of the paper’s corporate coverage as Companies Editor. Prior to that role, she worked on the Lex desk, and on the Money team as deputy personal finance editor. She joined the FT in 2001 as a UK companies reporter, having worked at the United Nations Conference for Trade and Development in Geneva, and as a fund manager in London and in New York, most recently for Citigroup. She has a Bachelor’s degree in English Literature from the University of Cambridge and a Master’s in Latin American Politics and Economics from the University of Oxford.

Monika Queisser  
Senior Counsellor, Employment, Labour and Social Affairs, OECD  
Ms. Queisser is Senior Counsellor and Head of Social Policy Division at the OECD, where she supervises and coordinates the work on social protection spending, social indicators, pensions, family policies, tax-benefit systems and income inequality and poverty. She also leads the OECD-wide gender initiative which examines gender inequalities in education, employment and entrepreneurship. Her background is in pension system analysis and pension reform. She has been working at the OECD since 1997. In 2007-2008, she worked as an adviser to the OECD Secretary-General. Prior to joining the OECD, Ms. Queisser worked at the World Bank in Washington, D.C. She was a member of the pensions and insurance group in the Financial Sector Development Department. Her first employment was with the German Ifo Institute for economic research in Munich. Her professional experience also includes employment as a journalist at daily newspapers and broadcasting in Germany.
Speakers

Robert Baker
Senior Partner, Global Client Director, Mercer

Mr. Baker is a Global Client Director at Mercer, a major global human resources consulting firm. Based in their London office, he is responsible for maintaining and developing Mercer’s relationships with a number of their key multinational clients across all lines of business and all geographies. Robert has a strong interest in diversity and inclusion and is a member of the steering committees for Mercer’s Gender Parity Networks for the European Region. He is also a member of Mercer’s UK Diversity and Inclusion Advisory Council. Robert is Vice President on the Federation Board of the PWN Global, a leading global women’s network. In this role he is focused on engaging men to support gender equality, at work, at home and in all aspects of life. He has spoken at numerous conferences and contributed to many publications and blogs on the importance of balanced leadership, the future of work and how to engage men in supporting gender balance. Robert was recently awarded a prestigious Guys Who Get It – Honorable Guy Award 2017 by The Institute for Women’s Leadership, based in California, USA.

Brandee Butler
Head of Gender Justice & Human Rights, C&A Foundation

Ms. Butler has devoted her career to improving protections for marginalized populations, and has over a decade of experience in human rights, philanthropy, and corporate social responsibility. Currently, she leads C&A Foundation’s efforts to advance the rights of women, and combat forced and child labor in the fashion supply chain. Previously, she managed the Levi Strauss Foundation’s social justice portfolios in Europe, the Middle East, and Africa, and served as a Program Officer at the MacArthur Foundation, supporting human rights movements and promoting the rule of law globally. Earlier in her career, Brandee practiced law at the Alliance for Children’s Rights and was awarded the Yale Law School Bernstein Fellowship for International Human Rights to combat child trafficking in Gabon. She serves as a Board member for MADRE, an international women’s rights organization. Brandee earned a bachelor’s degree in psychology from Harvard University and a juris doctorate from Yale Law School.

Karen Hayes
Senior Director, Mines to Market, Pact

Ms. Hayes has worked on governance, conflict, labor, gender and development issues in the mining sector for 17 years, specializing in artisanal and small-scale mining. She has been with Washington-based NGO, Pact, since 2005 where she has designed and delivered mining and development projects for companies, governments and donors using responsible business and accessible markets as the basis for improved productivity, strengthened governance, increased transparency, and better livelihoods. Her current portfolio spans over twenty projects in eleven countries. Karen was a Scholar in science at Trinity College Dublin and has an MBA from the University of Cambridge Business School.
Hera Hussain
Founder of CHAYN, Co-Founder of EmpowerHack, Community and Advocacy Manager at OpenCorporates

Ms. Hussain catalyzes communities, journalists, and activists, helping them embrace open data and technological innovation in creating positive change around the globe. A leader in the open data, and open government community, she currently runs OpenCorporates’ community and impact programme to fight corruption. In 2013, Hera founded the award winning volunteer-led women’s rights group CHAYN that mobilises survivors of abuse. She is also a co-Founder of EmpowerHack, a collective that uses open source technology to solve challenges faced by women and girl refugees. She is a keen member of social innovation networks such as Wikipedia, MakeSense, Startingbloc, WEF’s Global Shapers. Hera is part of the OpenHeroines group which is a collective to highlight women’s role in the open data and civic tech.

Joanne Lebert
Executive Director, Partnership Africa Canada (PAC)

Ms. Lebert joined Partnership Africa Canada in 2011 and has led the organization’s work to improve the governance of natural resources in the Great Lakes region, with a focus on contributing to responsibly-sourced, conflict-free minerals. She has helped launch and implement a regional strategy by Central African governments to tackle conflict minerals, and is a policy advisor, frequent guest speaker and trainer to policymakers, private sector representatives, and civil society. Previously, Joanne was based at the University of Ottawa’s Human Rights Research and Education Centre, where she developed and supported research and policy related to gender-based sexual violence in conflict settings in Africa, and examined its intersections with the extractive industries.

Pat Milligan
Global Leader, Multinational Client Group at Mercer and Chief architect of the When Women Thrive program

Ms. Milligan is the Global Leader for Mercer’s Multinational Client Group and the chief architect and advocate of the When Women Thrive program. Pat has been with Mercer for over 10 years in multiple leadership roles. Prior to that, she was the President of Mercer’s Global Talent business. In 2011, Pat was the Project Advisor for The World Economic Forum’s Practicing Talent Mobility for Economic Growth project. The successful outcome of the World Economic Forum-Mercer collaboration enables a global community of leaders to connect, educate and share information to drive a shared agenda, which will enhance global workforce mobility to stimulate economic growth. She continues to lead the second phase of the project on disrupting unemployment, the Future of Jobs. For her strong advocacy, development and mentorship of women, Pat was selected as one of the Women Worth Watching in 2010 by Diversity Journal.

Aude de Montesquiou
Financial Sector Specialist, Consultative Group to Assist the Poor

With over ten years of experience in financial inclusion, Ms. de Montesquiou is the Task Team Leader for the Graduation and Vulnerable Segments Initiative at the Consultative Group to Assist the Poor. She oversaw the implementation of the CGAP-Ford Foundation Graduation Program, and was previously CGAP’s relationship manager for the Microinsurance Network. Before joining CGAP, Ms. de Montesquiou worked on impact evaluation and with microfinance institutions. She holds a Master’s degree in Development Studies from Science Po Paris.
Chiara Monticone
Policy analyst, Financial Education and Consumer Protection unit, OECD

Ms. Monticone works on various aspects of the of work undertaken by the OECD International Network on Financial Education, including gender issues in financial education, financial education for retirement, and the OECD PISA financial literacy assessment. Previously, Ms Monticone was a researcher at the Center for Research on Pensions and Welfare Policies (CeRP) at Collegio Carlo Alberto and a Post-doc researcher at the University of Torino, Italy. She conducted empirical research on social security, household finances and financial literacy. Ms Monticone holds a PhD in Economics from the University of Torino with a thesis on financial literacy.

Ed Palmer
Professor Emeritus of Economics, Uppsala University and Former Head of Research, Swedish National Social Insurance Board

Mr. Palmer has a Ph.D. in Economics (University of Stockholm); is Senior Research Fellow at the Uppsala Centre for Labour Studies; affiliated to the University of Uppsala Department of Economics and the Karolinska University Medical School in Stockholm. He has held the position as: researcher at the Swedish National Institute of Economic Research (1971-84); Professor of Social Insurance Economics at Gothenburg (1987-93) and Uppsala University (1994-2010); and concurrently with the latter two was Chief of Research at the Swedish National Social Insurance Board (1984-2004), and the Swedish Social Insurance Agency (2005-10). Most recently he was Senior Advisor at the latter (2011-15).

Eric Parrado
Chairman, Superintendency of Banks and Financial Institutions, Chile

Mr. Parrado has been Chairman (Superintendent) of the Superintendency of Banks and Financial Institutions of Chile since 2014. He is also a member of the Global Future Council on Education, Gender and Work of the World Economic Forum. Previously, Mr. Parrado was a Professor at Universidad Adolfo Ibáñez and a member of the Financial Committee of the Chilean Sovereign Wealth Funds. He was also a member of the Global Agenda Councils on Latin America and on Long-term Investing of the WEF. He was an international consultant with the International Monetary Fund, the World Bank, the Inter-American Development Bank, and directly to governments and central banks. Mr. Parrado holds a Ph.D. and a Master of Arts in Economics from New York University and a Bachelor in Economics from the University of Chile.

Eve Read
Head of Proposition, UK DC Pensions & Financial Wellness, Mercer

Ms. Read is Head of Proposition for Mercer’s UK DC Pensions & Financial Wellness team, located in London. Eve has worked at Mercer for 17 years in nine different roles, having started as a student actuary in the pensions team. In her current role she has led on the development of a number of female focused commercial offerings to support improving female financial wellness via the workplace alongside helping employers to understand why supporting their employees improve their financial wellness is beneficial for business. Eve has a BSc in Mathematics with Management Studies and has undertaken a role as champion of and mentor for a large number of women both within Mercer and as part of a couple of external networks. She is a committee member and former Chair of Mercer’s UK Women’s Network, the Vine.