



March on Gender

TOWARDS **DIGITAL** INCLUSION

Programme

March 2019



Thursday, March 7

9.00 – 11.00

GENDER EQUALITY AND SUSTAINABLE INFRASTRUCTURE

The session will review specific examples of infrastructure strategies and projects from both high-income and developing countries that have successfully brought in a gender perspective and led to substantial improvement in the well-being of girls and women. It will take a broad approach, covering physical infrastructure (including implications for public procurement) and urban development. It will also address the interaction with other SDGs, in particular access to water, sanitation, and energy, and the different goals related to environmental sustainability.

Opening remarks

Angel Gurría, Secretary-General, OECD

Cristina Gallach, High Commissioner for the 2030 Agenda, Spain (TBC)

Gabriela Ramos, Chief of Staff and Sherpa to G20, OECD

H.E. Nialé Kaba, Minister of Planning and Development, Cote d'Ivoire (TBC)

Patricia Espinosa, Executive Secretary of the United Nations Framework Convention on Climate Change (UNFCCC) (TBC)

Mayor of Paris, France (TBC)

Panel Session

Moderator

Marcos Bonturi, Director, Public Governance Directorate, OECD

Speakers

Karla González Carvajal, Transport Practice Manager for Europe, World Bank, and former Minister of Public Infrastructure and Transport of Costa Rica

Christine Kaufmann, Chair, OECD Working Party on Responsible Business Conduct

Maria Goravanchi, Director, Overseas Private Investment Corporation (OPIC), US

Mr. Masanori Nakagawa, City of Kitakyushu, Japan (TBC)

Dr. Ursula Schaefer-Preuss, Chair (2013-2015), Global Water Partnership (GWP)

CC10, OECD

Open to public

[One-click staff registration link](#)

[Registration for staff and delegations via O.N.E](#)

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13.00 – 18.10 **GENDER EQUALITY IN BUSINESS 2019**

Auditorium

13.00-13.30 **Opening Keynote**

Her Excellency Inga Rhonda King, President, UN ECOSOC

The OECD is committed to promoting gender equality as a strong driver of economic development, inclusivity and socio-economic participation. Ahead 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.

[Staff registration](#)

[Public registration](#)

[Webcast](#)

[Conference programme](#)

13.30 – 15.00 **The Gender Implications Of Whistleblowing**

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 therefore discuss the gender aspects of whistleblowing and address the potential for gender sensitive reporting mechanisms and protections.

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Moderator

Mathilde Mesnard, Deputy Director, Financial and Enterprise Affairs, OECD

Panellists

Stephanie Gibaud, Author, Whistleblower, Former Marketing Manager at UBS

Preethi Nallu, Acting Executive Director, The Signals Network

Virginie Rozières, 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

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.

Keynote Speakers

Monique Lempereur, President of EWOB

Floriane de Saint Pierre, Founder and President of Ethics & Boards

16:00-17:30

Gender and Competition

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.

Chair

Nadia Vassos, Senior Competition Law Officer at Competition Bureau Canada

Panellists

Sally Hubbard, Former antitrust enforcer leading The Capitol Forum's coverage of tech platforms and antitrust

Estefania Santacreu-Vasut, Associate Professor in Economics, ESSEC Business School

Frederic Jenny, Chairman of the OECD Competition Committee, Professor at ESSEC Paris Business School

Natalie Harsdorf, Deputy Managing Director of the Austrian Federal Competition Authority



17.30-17.45 **Closing Remarks**
Mathilde Mesnard, Deputy Director, Financial and Enterprise Affairs, OECD

Friday, March 8th : International Women's Day

8.00-9.45 **FRIENDS OF GENDER EQUALITY PLUS KICK-OFF BREAKFAST MEETING** **Room C, OECD**

Closed to public

Speakers

Stefano Scarpetta, Director, Employment, Labour and Social Affairs, OECD

Contact:

Ebba.mark@oecd.org

Asa Johansson, Head of Division, Structural Surveillance Division, ECO

Co-Chairs

H.E. Ivita Burmestre, Ambassador of Latvia to the OECD

H.E. Kristján Andri Stefansson, Ambassador of Iceland to the OECD

Gabriela Ramos, OECD Chief of Staff and Sherpa to the G20

9.30-15.50 **ITF CORPORATE PARTNERSHIP BOARD WORKSHOP: HIRING AND RETAINING A GENDER-DIVERSE WORKFORCE** **CC20, OECD**

By invitation only

Achieving a more diverse and inclusive transportation workforce requires action from both government and private sector.

With over 2.25 million employees worldwide, the group of companies belonging to the ITF's Corporate Partnership Board plays an important role in helping to achieve these objectives.

A workshop on 'Hiring and Retaining a Gender-Diverse Workforce' will be held to explore challenges of achieving better gender parity in the transport sector and how to make the transport sector more attractive to women.

The Corporate Partnership Board will launch its Workstream on Gender on International Women's Day, 8th March 2019.

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[#ITF_Corporate](#)

[#WomenInTransport](#)

09.30-09.50 **Opening**
Secretary General Young Tae Kim

09.50-11.00 **Session 1: The Transport Sector: Increasing Its Attractiveness To Female Employees**

Moderator

Sharon Masterson, Corporate Partnership Board, International Transport Forum, OECD

Speakers

Diego Diaz, President, SNCF International



Vincent Kobesen, CEO, Member of Executive Board, PTV Group

Jean Agulhon, Chief Human Resource Officer, Member of Management Board, RATP

11.15-11.30

Keynote

H.E. Ivita Burmistre, Ambassador of Latvia to the OECD

11.30-12.30

Session 2: Gender Inclusive Recruitment

Moderator

Sharon Masterson, Corporate Partnership Board, International Transport Forum, OECD

Speakers

Pedro Costa, Head of Global Recruitment, Michelin

Marie Sandrine Nguema, Commercial Sales Manager EMEA, ExxonMobil

12:30-12:45

Photo and 'Launch' of the ITF Corporate Partnership Board Gender Workstream

Atrium, OECD

13.45-15.00

Session 3: Retention of Female Talent: Walking the Diversity Talk

CC20, OECD

Moderator

Sharon Masterson, Corporate Partnership Board, International Transport Forum, OECD

Speakers

Paloma Moran, Vice President Metro Platform, Alstom

Hiba Fares, Director of Client Experience, Marketing & Services. Member of Management Board RATP

Bipasha Baruah, Professor & Canada Research Chair in Global Women's Issues

15:00-16:00

ITF Corporate Partnership Board Cocktail Reception

Atrium, OECD

10.00-12.00

LAUNCH OF SIGI GLOBAL REPORT 2019

Auditorium, OECD

Laws, social norms and gender equality: where do we stand?

The newly published Social Institutions and Gender Index Report 2019 shows that despite increasing political commitments that have been translated into legal reforms and the shift in some social norms, women's rights and empowerment opportunities are still threatened. Where customary laws and social norms still largely determine communities and individuals' behaviour, standard policies to promote gender equality are not sufficient to create the social transformation we need. Join us for the launch of the Social Institutions and Gender Index (SIGI) 2019 Report in the presence of Her Royal Highness Princess Beatrice of York, who will deliver the

[One-click registration link for staff](#)

[Registration for staff and delegations via O.N.E](#)

External guests by invitation only



keynote address. Come learn about SIGI's most recent findings, share innovative practices on how to accelerate change, and discuss options for influencing social norms and rolling back discrimination against women and girls across the globe.

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dev.gender@oecd.org



#SIGI

Opening Remarks

Angel Gurría, OECD Secretary General

Keynote

H.R.H. Princess Beatrice of York

Main findings from the *Social Institutions and Gender Index (SIGI) 2019 Report*

Gabriela Ramos, OECD Chief of Staff and Sherpa to the G20

Panel discussion

Moderator

Bathylle Missika, Head of Division, Networks, Partnerships, and Gender, OECD Development Centre

Participants

H.E. Ghazi Gheraïri, Tunisian ambassador at UNESCO

H.E. Anna Brandt, Ambassador of Sweden to the OECD

Valérie Meunier, International Program Manager, Fondation CHANEL

Closing remarks

H.E. Manuel Escudero, Ambassador of Spain to the OECD, Chair of OECD Development Centre

12.30-14.00

INTERNATIONAL WOMEN'S DAY LUNCH HOSTED BY HRM

A lunch for delegations and OECD staff by invitation, which will hear Dr. Kira Radinsky's personal story about how she, as a young female tech entrepreneur, developed algorithms that leverage web knowledge and dynamics to predict future events, that enable early warning of globally impactful events. We will also take stock of progress on gender equality at the OECD.

R.Ockrent & G. Marshall, OECD

By invitation only

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Speakers

Gabriela Ramos, OECD Chief of Staff and Sherpa to the G20

Michèle Pagé, Head of Human Resource Management, OECD

Kira Radinsky, Chief Scientist, Director of Data Science, eBay

Josée Touchette, Director, Executive Directorate



14.00 – 15.30

**FAST FORWARD TO GENDER EQUALITY:
MAINSTREAMING, IMPLEMENTATION AND LEADERSHIP
High-level Launch of the Baseline Report of the 2015
OECD Recommendation on Gender Equality in Public Life**

This Report emphasizes effective public governance to be a key to delivering gender equality results. Meaningful changes on the ground require a coordinated whole-of-government commitment and effective mechanisms to be able to translate public policies, services and budgets into concrete benefits for men and women from diverse backgrounds.

The launch will be followed by a high-level panel discussion on what drove change in the recent years across the OECD to narrow the gender gaps, support women's public service leaderships or to remove deeply rooted gender stereotypes. The panel will also discuss the way forward in implementing key OECD policy messages put forward in this Report.

Video addresses

Katrin Jakobsdottir, Prime Minister, Iceland

Panel discussion

Moderator

Gabriela Ramos, Chief of Staff and Sherpa to G20

Speakers

Linda Lanzillotta, Former Vice-President of Senate, Italy

Bobbie Cheema-Grubb, Judge of the High Court of Justice of England and Wales, United Kingdom

Annika Strandhäll, Swedish Minister for Social Security

Auðunn Atlason, Nordic Secretariat, Nordic Committee for Co-operation

Josée Touchette, Director, Executive Directorate

17.30

**Women's Network Cocktail Reception, also in honour of
the Baseline Report Launch**

Auditorium, OECD

Open to public

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[Registration for staff
and delegations via
O.N.E](#)

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OECD Salon du Parc

[Registration link for
OECD staff](#)

**Sponsored by the
Canadian Delegation to
the OECD**





Monday, March 11th

14.30-15.25

GOING DIGITAL SUMMIT: SESSION 5B: BRIDGING THE DIGITAL GENDER DIVIDE

The OECD's [Going Digital Summit](#) on 11-12 March 2019 is an important opportunity to take stock of the work undertaken in the Going Digital horizontal project and come together at high-level to push the digital agenda forward globally. This session focuses on the first of seven pillars of the OECD's Going Digital Policy Framework, that of "enhancing access." This session will focus on bridging the digital gender divide.

Moderator

Tarah Wheeler, New America Cybersecurity Policy Fellow

Panellists

Gabriela Ramos, Chief of Staff and G20 Sherpa, OECD

Maria-Inés Baque, Secretary of Public Management and Innovation, Argentina

Nicola Hazell, Head of Diversity and Impact Programs & SheStarts Director, Bluechilli

Janis Karklins, Ambassador of Latvia to the United Nations in Geneva

Alison Tate, Director, Economic and Social Policy, ITUC

Conference Centre, OECD

By invitation only

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Webcast



#GoingDigital
@OECDInnovation
#digitalgenderdivide
#digitalgendergap

@tarah

Tuesday, March 12th

16.00-18.00

TUAC WORKING GROUP ON ECONOMIC POLICY: Roundtable On Wage And Employment Gender Gaps

Opening Remarks

Gabriela Ramos, Chief of Staff and G20 Sherpa, OECD

Roundtable Presentations

Introduction of the chapter on 'explaining gender wage gaps' from the latest [Global Wage Report of the ILO](#):

Rosalía Vazquez-Alvarez, Economist, Labour Market and Wage Policies Specialist, ILO

Presentation of OECD work on gender gaps:

Monika Queisser, Senior Counsellor, Directorate for Employment, Labour and Social Affairs, OECD

Presentation on job polarisation in dual labour markets and its impacts on the labour share:

Elissa Braunstein, Chair, Department of Economics, Colorado State University (via weblink)

Chair

William Spriggs, Chair, TUAC Working Group on Economic Policy

CC7, OECD

Open to OECD Staff and Delegations

Registration

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**Wednesday, March 13th**

10.30 - 12.00

DATA DRIVEN PUBLIC SECTOR = BIAS DRIVEN PUBLIC SECTOR? *Gender equality in the age of big data*

An algorithm uses existing data to predict future needs, but the selection of data to be used is made by humans. Therefore, machine made decisions are only as bias-free as the data themselves. Gender biased data actually may be amplified and strengthened by machine made decisions. One example is the study that revealed that female job seekers are much less likely to be shown adverts on Google for highly paid jobs than men. The discussion will shape around how governments can fully harness the potential of digital transformation to speed-up the pace of gender equality progress. In doing so, it will also explore avenues to mitigate detrimental effects of big data and offering solutions to improve accountability.

Panel Discussion**Moderator****Barbara Chiara Ubaldi**, OECD Digital Government**Speakers****Paula Forteza**, Member of Parliament, France**Tim Szlachetko**, Senior Adviser, Department of ICT Policy and Public Sector Reform, Norway**Mariagrazia Squicciarini**, Senior Economist, Directorate for Science, Technology and Innovation, OECD**Auditorium****Open to public**[One-click staff registration link](#)[Registration for staff and delegations via O.N.E](#)**Contact:**Pinar.GUVEN@oecd.org

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Wednesday, March 21st

14.00-15.30

UNEQUAL FOOTING: GENDER & INTEGRITY

Improving gender equality across societies has become a global priority. Despite the numerous movements for better equality, the gender agenda continues to be a victim of insidious forms of corruption, including sextortion and harassment. Moreover, corruption's impact on women hinders their access to vital public services, and disproportionately affects their participation in political processes. Given that gender issues make up a crucial part of policy debates, failing to incorporate integrity into the discussions threatens to derail equitable progress.

This session, jointly organized by the Directorate for Public Governance, Directorate for Financial and Enterprise Affairs, and the Office of the Secretary General looks at how governments, companies and NGOs can integrate the gender and integrity agendas to achieve better policy outcomes.

Speakers**Candice Welsch**, Chief, Implementation Support Section Corruption and Economic Crime Branch of the United Nations Office on Drugs and Crime**Anna Petherick**, Lecturer in Public Policy, Blavatnik School of Government, Oxford**Conference Centre, OECD****Open to public**[Public registration](#)**Contact:**Pinar.GUVEN@oecd.org

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Katharina Miller, President, European Lawyers Association

Odeh Friday, Country Director, Accountability Lab Nigeria

Monday, March 25th

10.00-12.00

PRESENTATION: EXPATRIATION FOR SPOUSES/PARTNERS OF OECD STAFF

Speaker

Alix Carnot, Joint Managing Partner, Market Intelligence and International Careers, Expat Communication

**BB Dôme Sud,
Boulogne, OECD**
By invitation only

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14.00-15.30

PANEL DISCUSSION: USING DIGITAL TECHNOLOGY TO IMPROVE ACCESS TO FINANCE FOR WOMEN IN DEVELOPING COUNTRIES

This Development Co-operation Directorate event will cover digital technology in finance and development. Improved financial inclusion for women and promoted access and availability to high-quality financial services is an important aspect of achieving inclusive growth, improved gender equality and will assist in reaching the goals of the 2030 Agenda. The DCD is developing work to improve and increase financing for gender equality through Official Development Assistance (ODA) channels and by a range of partners, civil society, foundations and the private sector.

The panel discussion will explore: how innovation and digital technology can improve access to different sources of finance for women in developing countries; the extent to which private sector actors in finance and technology can support sustainable development in line with the 2030 Agenda; and how bilateral and multilateral donors can leverage the usage of digital technology for improved financial inclusion for women.

Moderator:

Haje Schütte, Senior Counsellor and Head of Division, Development Co-operation Directorate, OECD

Panellists:

Mr. Rodolphe Blavy, Deputy Chief, Paris Office, International Monetary Fund (IMF)

Ms. Sofía Fernandez de Mesa, General Director, ProFuturo

Ms. Reine Mbang Essobmadje, Membre du Conseil Exécutif, Groupement Inter-Patronal du Cameroun (GICAM)

Lisa Williams, Team Lead, Gender Equality and Women's Empowerment, Development Co-operation Directorate, OECD
(TBC) Representative from Agence Française de Développement (AFD)

CC5, OECD

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[Registration for staff and delegations via O.N.E](#)

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#GENDERNET

French and English interpretation available.

**Wednesday, March 27th**

13.00-15.00

TIME TO UNLOCK THE POTENTIAL OF WOMEN ENTREPRENEURS

The entrepreneurship journey is still not an easy one for women. Women have great potential for driving innovation, job creation and social change, yet they continue to be under-represented among the population of entrepreneurs. This panel discussion will explore why women entrepreneurs matter and the role for public policy in unlocking this potential, particularly as regards digital entrepreneurs and social innovators.

Time will be allotted for questions and discussion with the audience, and abstracts from a film about the impact of one female social innovator will be showcased.

Panel discussion**Moderator**

Miriam Koreen, Senior Counsellor on SMEs and Entrepreneurship, OECD Centre for Entrepreneurship, SMEs, Regions and Cities

Panellists

Gilles Mirieu De Labarre, Deputy High-Commissioner for Social and Solidarity Economy and Social Innovation, Ministry of Ecological and Inclusive Transition, France

Anne Ravanona, CEO and Founder, Global Invest Her

Olivier Kersalé, Responsable du Pôle Innovation, Initiative France

Chiara Condi, Founder, Led By Her

Marie Le Treut, Ernst & Young, Women Fast Forward

Closing remarks

Gabriela Ramos, OECD Chief of Staff and Sherpa to the G20

Auditorium, OECD

Open to public and all OECD staff and delegations

[Registration](#)

@OECD_local
@anneravanona
@GlobalInvestHer
@Kersolivier
@InitiativeFR
@chiaracondi

Thursday, March 28th

10.00-11.30

PANEL DISCUSSION ON GENDER PAY GAPS AND DIGITALISATION

The OECD Directorate for Employment, Labour, and Social Affairs will host a panel discussion "How can digitalisation and automation impact gender pay gaps and participation of women in paid work?" This session will explore gender pay gaps in OECD Member Countries; how technology can support organizations in reducing gender gaps; gender differences in how men and women participate in the gig economy; and how technology can act as an "engine of liberation" in supporting efficiency in unpaid work and greater female labour market participation.

Auditorium, OECD Auditorium

Open to public and all OECD staff and delegations

[Registration for OECD Staff](#)

For registration of OECD Delegations and



Panellists

Stefano Scarpetta, Director, Employment, Labour and Social Affairs, OECD

Henriette Kolb, Head, Gender Secretariat, International Finance Commission

Zara Nanu, CEO and Co-Founder, Gapsquare

Academic researcher (TBC)

public participants

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@OECD_Social

#genderpaygap

Updated programme
will be available
at the OECD Gender Portal
<http://www.oecd.org/gender/>