

BIAC Workshop on Gender Equality and Skills

Preparing All our Minds for Work: Girls, Women and Learning over a Lifetime

October 24, 2016

9:30-17:00

OECD Conference Center
2, rue André Pascal, Paris 75016

Objective: This is the third BIAC workshop on gender equality, and will address the 3rd “E” of the OECD project on Gender: *Education*. The workshop will present business initiatives that promote lifelong education and training of women, explore questions related to soft skills and career preference, and discuss how the digital economy and related skills are opening new pathways for women at work. The workshop aims to deliver an evidence base from the business perspective contributing to OECD work in the field and to support the recommendations of the *OECD Council Recommendation on Gender Equality*.

Participants will be from Business, Government and OECD.

BIAC Report: The workshop will serve as a basis for a BIAC written report on gender equality education and skills.

BIAC would like to thank Deloitte and Dell for sponsoring this Workshop and to thank the OECD, Participating Companies, BIAC Member Organizations and Governments for supporting the BIAC Gender Equality Project

Agenda

9:30-10:00

Opening Remarks (BIAC and OECD Leadership)

- a. BIAC welcoming remarks, **Mr. Charles Heeter**, Former BIAC Chair
- b. Overview of issues from the business perspective – Where are we now?
Ms. Ronnie Goldberg, BIAC ELSA Chair

10:00-10:30

Keynote Address

- **Professor Dame Julia Goodfellow**, Vice Chancellor, University of Kent

10:30-11:30

Session One: *Perspectives from Government - OECD Ambassadors and OECD*

Moderator: Mr. Charles Heeter, Former BIAC Chair

- a. OECD Ambassadors report on their country initiatives:

H.E. Michelle d’Auray, Ambassador and Permanent Representative of Canada to the OECD

H.E. Dr. Matei I. Hoffmann, Ambassador and Permanent Representative of Germany to the OECD

H.E. Claudia Serrano, Ambassador and Permanent Representative of Chile to the OECD

- b. OECD Secretariat perspective – OECD Gender Equality Recommendation, where are we now on education?

Ms. Monika Queisser, Head, Social Policy Division OECD

Ms. Montserrat Gomendio, Deputy Director, OECD Directorate for Education and Skills

11:30-11:45

Coffee Break

11:45-13:00

Session Two: Education, Training and Soft Skills – Leveraging Gender Balance for Success

Moderator: Ms. Madonna Jarrett, Global Program Leader, Regulatory & Public Policy Group, Deloitte Global and Vice-Chair, BIAC ELSA Committee

Speakers:

- **Dr. Elena Porro**, Editorial Director, Elsevier
- **Ms. Marcela Esquivel**, Global Director, Diversity & Inclusion, Business Unit Strategy Integration, Coca-Cola
- **Ms. Cristina Gueco**, Communications and Operations Officer, Global Apprenticeship Initiative (GAN)

Questions for Discussion

- What evidence do companies see regarding relative strengths of men and women? How do they incorporate this into effective teamwork and management?
- Skills and career preference -- What are companies doing to tailor training and promote women across fields?
- How are companies shaping apprenticeship, internship, or training initiatives for women?
- Bridging generations -- how are millennials working; skills and expectations?

13:00-15:00

Luncheon Program, OECD Chateau, Salle Marshall

Theme: *STEM Education and Jobs: Future Opportunities for Women?*

Speakers:

- **Dr. Harvey Lewis**, Director and lead for cognitive computing, Deloitte
- **Ms. Julie Mercer**, Global Education Leader, Deloitte UK

15:00-16:25

Session Three: The Digital Economy – Opening New Pathways for Women at Work

Moderator: Ms. Renate Hornung-Draus, Managing Director, Confederation of German Employers (BDA) and incoming Chair, BIAC ELSA Committee

Speakers:

- **Mr. Olivier Crouzet**, Head of Pedagogy, Ecole 42
- **Ms. Michelle Trinder**, European Leader, Executive Talent, IBM
- **Ms. Pascale Van Damme**, Managing Director Belgium & Luxembourg Dell EMC
- **Ms. Elisabeth Bargès**, Public Policy Senior Manager, Google France
- **Ms. Vicky Sleight**, General Manager, EMEA, iTalent Corporation

Questions for Discussion

- How are women succeeding in the ICT sector – what are the skill sets they demonstrate in these roles/what is needed?
- How are ICT companies engaged in educating women in tech skills including outreach to developing countries – what are the impacts of these programs?
- How are both companies and women specifically using technology in the workplace to advance their careers - in companies and as entrepreneurs?

16:25-17:00

Concluding Session

Discussion leader: Ms. Ronnie Goldberg, BIAC ELSA Chair

- a. Overview of main points from panel sessions, **Panel Moderators**
- b. OECD Leadership remarks, **Ms. Gabriela Ramos**, OECD Chief of Staff, G20 Sherpa and Special Counsellor to the Secretary-General
- c. Closing remarks

17:30

**Reception in Honor of Ms. Ronnie Goldberg, Chair, BIAC ELSA
OECD Chateau, Salle Marshall**