

Third Global Forum

“Business for Gender Equality: Advancing the Sustainable Development Goals”

21 - 23 November 2016

Convention Center, City of Knowledge, Panama City

From the 21st to the 23rd of November 2016, the Government of Panama and UNDP¹ will hold the Third Global Forum, “Business for Gender Equality: Advancing the Sustainable Development Goals.” The Forum will bring together business leaders, governments, academia, labour associations and civil society to share best practices for reducing gender gaps in the workplace and to celebrate the role of the business sector as a key player in advancing gender equality and building inclusive work environments.

Objectives:

- Identify, share and promote successful experiences and innovative practices to reduce gender gaps in the workplace;
- Develop recommendations and strategies to promote the application of gender equality practices and policies—such as the Gender Equality Seal—across more countries, businesses and sectors; and,
- Promote dialogue amongst key actors and reinforce strategic partnerships between the private sector, governments and UNDP to benefit gender equality.

¹ Together with countries participating in the Gender Equality Seal Community: Brazil, Chile, Costa Rica, Colombia, Cuba, Dominican Republic, El Salvador, Honduras, Mexico, Uruguay, Panama and Nicaragua.

AGENDA “Business for Gender Equality: Advancing the New Development Goals”

Day 1: Monday, November 21st

08:00 a.m. **Registration**

09:00 a.m. **Opening of the Third Global Forum**

Helen Clark, Administrator, UNDP (video address).

- **Juan David Morgan**, President of the Board of Trustees and Board of Directors, City of Knowledge Foundation, Panama.
 - **Susan McDade**, Deputy Assistant Administrator and Deputy Regional Director, Regional Bureau for Latin America and the Caribbean, UNDP.
 - **Manuel Grimaldo**, Vice Minister of Commerce and Industry, Government of Panama.
 - **María Luisa Navarro**, Vice Minister of Multilateral Affairs and Cooperation, Government of Panama.
-

9:45 a.m. **The Private Sector and the 2030 Agenda**

Key Note Speaker: Margarita Cedeño, Vice President of the Dominican Republic.

10:15 a.m. **Panel I: Talking Equality: The Private Sector and the 2030 Agenda**

The Sustainable Development Goals (SDGs), adopted by the UN General Assembly in 2015, opened a window of opportunity for governments and businesses to form partnerships to advance

gender equality in the workplace as an essential aspect of promoting growth and ensuring that “no one is left behind.” The private sector has a critical role to play in ensuring gender equality in the workplace and building inclusive corporate environments.

Panelists:

- **Sandra Edibel Guevara Pérez**, Minister of Labour and Social Security, El Salvador.
- **Gina Montiel**, Manager, Central America, Mexico, Panama and the Dominican Republic Department, Inter-American Development Bank (IADB).
- **Vidalia de Casado**, Vice President of Human Resources, COPA, Panama.
- **Trish Gyorey**, Partner, McKinsey & Company, USA.

Moderator: Susan McDade, Deputy Assistant Administrator and Deputy Regional Director, Regional Bureau for Latin America and the Caribbean, UNDP.

11:30 a.m. **Coffee Break**

11:45 a.m. **Panel II: Innovation and Equality: Gender Equality Seal Successes**

This panel will present results and benefits obtained by companies which have implemented a Gender Equality Seal Certification Programme to address gender disparities in the workplace. The experience of these companies demonstrates the benefits of advancing gender equality for female employees as well as for overall corporate performance.

Presentation: “Gender Equality Certification Programmes for Public and Private Companies, the Gender Equality Seal”.
Arnaud Peral, Country Director, UNDP, Colombia.

Panelists:

- **Janet Camilo**, Minister of Women's Affairs, Dominican Republic.
- **Laura Echeverría Correa**, Director, National Service for Women and Gender Equality, Chile.
- **Arnaud Peral**, Country Director, UNDP, Colombia.
- **Lucio Rubio Díaz**, General Director, ENEL, Colombia.
- **Steven Puig**, CEO and General Manager, BHD Bank, Dominican Republic.
- **Feezah Birungi Kyambadde**, Human Resources Manager, Standard Chartered Bank, Uganda.

Moderator: Eugenia Piza Lopez, Team Leader, Gender Cluster, Bureau for Policy and Programme Support, Panama Regional Hub, UNDP.

01:15 p.m. **Lunch**

02:30 p.m. **Panel III: Women in Every Sector**

Gender stereotypes have driven men and women to be part of specific sectors within the labour market. This panel will discuss strategies to incorporate women in traditionally masculine sectors such as mining, energy, technology, infrastructure and transportation, which tend to be the most dynamic sectors of the economy. The session will discuss the impacts of including women in non-traditional sectors and the challenges they face in terms of training and professional development.

Panelists:

- **Nelson Loustaunau**, Vice Minister of Labour, Uruguay.
- **Courtney McCarthy**, Strategist of Computer Science Education in Media, Google, USA.
- **Ilya Espino de Marotta**, Executive Vice President for engineering and programs management, Panama Canal Authority, Panama.

- **Guadalupe Castañeda Campos**, Growth Markets Leader for Mexico & Central America, Ernst & Young, Mexico.

Moderator: Mercedes Eleta de Brenes, President, Women's Corporate Directors (WCD), Panama.

04: 30 p.m. **Parallel Workshop 1: How Do We Begin? Measuring Equality in Enterprises.**

To address the challenges of measuring gender gaps within business, UNDP, together with governments from Latin America and the Caribbean, developed the "Measuring Equality System", an online platform to measure gender gaps in companies through 52 gender sensitive organizational indicators. This workshop will provide a practical lesson on how to use the "Measuring Equality System" and include presentations held by three companies that have used the platform.

Presentation: "UNDP's "Measuring Gender@Work" Online Platform"

Diana Gutiérrez, Economic Empowerment and Labour Market Specialist, Gender Cluster, Bureau for Policy and Programme Support, Panama Regional Hub, UNDP.

Panelists:

- **Clare Novak**, Senior Associate, Energy Markets Group, Engendering Utilities Program, USAID
- **Nkem Ohem**, Ag. Chief Human Resources Officer, Eko Electricity Distribution Plc (EKEDP), USAID Project, Nigeria.
- **Lídia Abdalla**, CEO, Sabin Clinical Laboratory, Republic of Brazil.

Moderator: Eugenia Piza López, Team Leader, Gender Cluster, Bureau for Policy and Programme Support, Panama Regional Hub, UNDP.

04.30 p.m. **Parallel Workshop 2: Closing Gender Pay Gaps**

Gender pay gaps go beyond a simple average difference between men's and women's overall earnings. Factors such as seniority or job level, job functions and economic sectors are key drivers of gender pay disparities. This workshop will discuss practical experiences in identifying and closing pay gaps between men and women. In addition, it will cover causes and consequences of pay gaps, the impact of horizontal segregation and methodologies for detection and elimination.

Presentation: "Global Gender Pay Gaps"

María José Chamorro, Regional Gender Advisor for Latin America and the Caribbean, ILO, Costa Rica.

Panelists:

- **Benjamin Frost**, Global Product Manager, Korn Ferry Hay Group, United Kingdom.
- **Camila Ramos Vilches**, Chief, Associative Network, Action Business, Chile.
- **Ana Rey de León**, Uruguayan Federation of Commerce and Service Workers, Uruguay.

Moderator: María José Chamorro, Regional Gender Advisor for Latin America and the Caribbean, ILO, Costa Rica.

06:00 p.m. **TED Talk**

Ludo Van der Heyden, INSEAD Chaired Professor in Corporate Governance and Academic Director of INSEAD's Corporate Government Initiative (ICGI), INSEAD, Belgium.

07:30 p.m. **Cocktail Reception hosted by the Government of Panama, Ministry of Commerce and Industry, Bristol Hotel, Panama City.**

Day 2: Tuesday, November 22nd

08:30 a.m. **Welcome, Second Day.**

09:00 a.m. **Panel IV: Women in Decision-Making Positions**

This panel will present practical experiences with regard to increasing the number of women in decision making positions, including strategies for career development and mentoring, setting targets to correct imbalances in decision making positions and adopting policy measures such as quotas for Corporate Boards.

Message from the Ambassador Marc-André Blanchard,
Permanent Representative of Canada to the United Nations
(Video address).

Panelists:

- **Henriette Kolb**, Head, Gender Secretariat, International Finance Corporation (IFC), USA.
- **Meesha Rosa**, Director, Corporate Board Services, Catalyst, USA.
- **Laura Elvira Albornoza Pollman**, Director, CODELCO, Chile.
- **Aimeé Sentmat de Grimaldo**, Executive President, Banistmo, Panama.
- **Ebru Esmen Mete**, Human Resources Executive Vice President, Doğu Holding, Turkey.

Moderator: Randi Davis, Director, Gender Team, Bureau for Policy and Programme Support, UNDP.

10:30 a.m. **Coffee Break**

11:00 a.m. **Panel V: Work-life Balance: Shared Responsibilities**

This panel will present policies and best practices regarding work-life balance and promotion of shared care responsibilities between families, companies and governments. Panellists will share success stories and challenges of policies, including flexible work arrangements, telecommuting, parental leave (both paternity and maternity), and other policies that aim at personal, family and work-life balance.

Panelists:

- **Julio Bango**, Director of the National Care System, Ministry of Social Development, Government of Uruguay.
- **Lindsey Reichlin**, Research Associate, Institute for Women’s Policy Research (IWPR), USA.
- **Elizabeth Weingarten**, Director, Global Gender Parity Initiative, New America, USA.

Moderator: Michelle Muschett, Vice Minister of Social Development, Government of Panama.

01:15 p.m. **Group photograph: “UNITE. Orange the world to end violence against women and girls”.**

01:30 p.m. **Lunch**

02:00 p.m. **Panel VI: Diversity, Plurality and Inclusion**

In recent decades, the world has achieved significant improvements in human development. However, exclusion regarding gender, age, disability, ethnicity and sexual preferences persists and poses a clear challenge for creating an inclusive labour market. This panel will present public policies and organizational strategies that aim at labour inclusion and non-discrimination.

Panelists:

- **Margaret Mussoi Luchetta Groff**, Chief Financial Officer, Itaipu Binacional, Brazil.
- **Anthony Tenicela**, Business Development Executive and Global Leader, Workforce Diversity and LGBT Markets, IBM, USA.
- **Martha Helena López**, Director, Office of Human Resources, Bureau for Management Services, UNDP.

Moderator: Neus Bernabeu, Regional Technical Advisor on Gender and Youth, United Nations Population Fund (UNFPA)

03:45 p.m. **Coffee break**

04:00 p.m. **Parallel Workshop 3: Sexual Harassment: Improving the Office Climate**

Eradicating sexual and labour harassment in the workplace is key for promoting equality and diversity. This workshop will focus on awareness campaigns, “zero tolerance,” and the establishment of policies, protocols, and effective mechanisms for sexual harassment cases.

Panelists:

- **Eugenia Piza López**, Team Leader, Gender Cluster, Bureau for Policy and Programme Support, Panama Regional Hub, UNDP.
- **Hava Karrie**, Director, The Golda Meir MASHAV Carmel International Training Center, MASHAV- Israel’s Agency for International Development Cooperation, MFA, Israel.
- **Christine Brendel**, Regional Program Director (ComVoMujer), GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), Latin America and the Caribbean.
- **Maritza Briones**, CSR Coordinator, Laboratorios Bagó, Chile.

Moderator: Alice Shackelford, UN Resident Coordinator and UNDP Resident Representative, UNDP, Costa Rica.

04:00 p.m. **Parallel Workshop 4: Corporate Social Responsibility, Value Chains and Gender Equality.**

The 2030 Agenda prompted profound transformations in development models. Promoting sustainable, innovative, and inclusive supply chains is imperative. This workshop will focus on Corporate Social Responsibility and the development of value-chains in traditionally female sectors (services, agriculture, textile, etc.) through innovative partnerships with civil society.

Panelists:

- **Luis Torres Retamal**, Doctoral Researcher, Corporate Sustainability, University of Nottingham, UK.
- **Teresa Moll de Alfaro**, Executive Director, SumarRSE, Panama.
- **Manuel Lorenzo**, Director, Innovation Center, City of Knowledge Foundation, Panama.
- **Sevil Server Koç**, Corporate Relations Director, Limak Holding, Turkey.

Moderator: Odette Kabaya. Regional Programme Advisor & Team Leader, Gender Equality and Women's Empowerment, Regional Service Center for Africa, UNDP.

4.00 p.m. **Parallel Workshop 5: The Gender Equality Seal in the Public Sector. A Strategy to Advance Equality.**

Four of the National Gender Equality Seal models in Latin America and the Caribbean have incorporated the public sector as a key receiver of the Gender Equality Seal. The State, as one of the biggest employers in the Region, has to be part of the quest for a more just labour market, free of gender discrimination. We will get to know the experience of different countries that have developed gender equality policies for the public sector.

Panelists:

- **Janet Camilo**, Minister of Women's Affairs, Dominican Republic.
- **Ana Isabel Garita**, Economic Autonomy Area Coordinator, National Institute for Women (INAMU), Costa Rica.
- **Carolina Peyrín Bravo**, Head of the Women and Work Department, National Women's and Gender Equality Service (SERNAMEG), Chile.
- **Luciano Perfetti**, Advisor, Ministry of Labour, Colombia.
- **Myrna Villalón Oramas**, Specialist, Health Promotion and Disease Prevention Unit, Cuba.
- **Carmen Duarte**, Researcher and Teacher, Research Institute of Agricultural Engineering, Cuba.

Moderator: Liriola Leoteau, Director, National Institute of Women (INAMU), Panama.

6:00 p.m. Closing Panel and Next Steps

- **Closing Panel:** Main conclusions from each panel and workshop will be shared in a common session.
 - **Pledge for gender equality:** Representatives from the global delegations will make a pledge to strengthen gender equality and women's economic empowerment within their countries. Middle East/Africa/Eastern Europe/Asia and the Pacific Delegations.
 - Proposal and selection of country to host the **Fourth Global Forum: "Business for Gender Equality"**.
-

6:30 p.m. **Closing of the Third Forum**

- **Luis Ernesto Carles**, Minister of Labour and Workforce Development, Panama.
 - **Liriola Leoteau**, Director, National Institute of Women (INAMU), Panama.
 - **Irene Perurena**, Executive Vice President, City of Knowledge Foundation, Panama.
 - **Richard Barathe**, Director a.i. of Panama Regional Hub, Regional Bureau for Latin America and the Caribbean, UNDP.
 - **César Núñez**, UN Resident Coordinator a.i. and UNAIDS Regional Director for Latin America and the Caribbean.
-

7:00 p.m. **Guided tour of the Panama Canal for International Delegations.**

Day 3: Wednesday, November 23rd

8:30 a.m. **Registration for Side Events (Optional Side Events).**

9:00 a.m. **Welcoming Remarks**

- **Randi Davis**, Director, Gender Team, Bureau for Policy and Programme Support, UNDP.
 - **Isaac Castillo**, Undersecretary of the National Energy Secretariat (SNE), Panama.
 - **Manuel Lorenzo**, Director of Innovation Centre, City of Knowledge Foundation, Panama.
 - **Sissy Larrea**, Gender Advisor, Latin American Energy Organization (OLADE), Ecuador.
 - **Laura Echeverría Correa**, Director, National Service for Women and Gender Equality, Chile.
 - **Liriola Leoteau**, Director, National Institute of Women (INAMU), Panama.
-

9:30 a.m. SIDE EVENT 1: Energy Sector and Gender Equality

This Side Event will share a common vision of the current situation of gender-based inequalities in the access and use of renewable energy in the region, reflect on energy as a source of well-being and empowerment of women, and discuss the opportunities and challenges of implementing policies for gender equality in the energy sector.

Panelists:

- **Marcos Márquez Delgado**, Vice President, Doña Inés de Collahuasi Mining, Chile.
- **Ehi Obaseki**, Head of Talent Management, Ibadan Electricity Distribution Company (IBEDC) Nigeria.
- **Giorgi Trapiadze**, Head of Human Resources Department, Energo-Pro, Georgia.
- **Margaret Mussoi Luchetta Groff**, Financial Director, Itaipu Binacional, Brazil.
- **Melissa García Godínez**, Manager of Inclusion, Pemex, Mexico.
- **Rebeca Ramírez**, Specialist in Renewable Energy and Head of the Index Management Committee, Panama.
- **Ana Claudia Gesteira**, Social Responsibility Manager, Furnas, Brazil.

Moderators:

Sissy Larrea, Gender Advisor, Latin American Energy Organization (OLADE), Ecuador.

Jessica Young, Programme Officer, UNDP, Panama.

SIDE EVENT 2: Labour Union Actions for Gender Equality

This Side Event will present the results of the work that has been carried out in the framework of the Project “Gender Equality, a Tool for Strengthening Labor Union Action”, share experiences on labor union work in promoting gender equality, and reflect on concrete actions that could be pushed forward through the unions in order to further gender equality in the business world.

Panelists:

- **Carolina Peyrín Bravo**, Head of Women and Work Department, National Service for Women and Gender Equality (SERNAMEG), Chile.
- **Rodrigo Zúñiga Cáceres**, President of ADESCAT Workers' and Professionals' Trade Union, ESSBIO, Chile.
- **César Bernal**, Sindicato Único de Transporte de Carga y Ramas Afines (SUTCRA), Uruguay.
- **Andrea Figueroa**, National Coordinator for the "Good Labour Practices and Decent Work for Gender Equality" Programme, National Service for Women and Gender Equality (SERNAMEG), Chile.
- **Nelva Reyes Barahona**, General Secretary, General Union of Workers of Panama, Panama.

Moderators:

- **Elizabeth Guerrero**, Gender and Governance Advisor, UNDP, Chile.
- **Virginia Varela**, Programme Analyst, UNDP, Uruguay.

SIDE EVENT 3: Banking and Financial Sector: Challenges and opportunities for advancing gender equality

This Side Event will present successful experiences and innovative practices for gender equality and non-discrimination in the banking and financial sector from four inter-related levels: (macro) the role of the Development Bank, (inside the organization) human resource policies within the sector, (context) actions regarding CSR, and (customers) financing female entrepreneurship and business initiatives led by women.

Panelists:

- **Edgar Lara**, Executive of the Inclusion and Gender Equity Unit, Development Bank of Latin America (CAF), Venezuela.
- **Gina Cambra**, Multilateral Investment Fund Specialist, Inter-American Development Bank (IDB), Panama.

- **Hector Monge León**, Chief, National Board, Banco Popular, Costa Rica.
- **Jose Hover Parra**, General Manager, Utrahuilca Bank, Colombia.
- **Irlyn Zambrano**, Head of Microcredit Programme, Banesco, Panama (TBC).
- **Manuel Lorenzo**, Member of Venture Club and Director of Innovation Center, City of Knowledge Foundation, Panama.
- **Lucila Aronategui y Anna Karim Valoz**, Members of “Canal de Empresarias” Project, Innovation Centre – City of Knowledge Foundation and MIF/IADB, Panama.
- **Lourdes Pérez**, General Secretary, Micro-, Small- and Medium-size Enterprise Authority (AMPYME), Panama.

Moderators:

- **María Ángeles Sallé**, Advisor, City of Knowledge Foundation, Panama.
- **Edith Castillo**, Project Coordinator, UNDP, Panama.
- **Eyra Harbar**, Director, International Technical Cooperation, National Institute of Women (INAMU), Panama.

1.00 p.m. **Lunch**

