

# WOMEN'S FORUM ASIA .19

Singapore | 18-20 September 2019

“ **Taking the lead for inclusion.**  
Accelerating through diversity

”



# Edito

60% of jobs are disrupted by technology and automation. How can we better prepare for the future of work? How can we leverage this shift for more inclusive and diverse practises? Asia still faces the “talent shortage” of 45% - how can we balance for better in the workforce, specifically in STEM fields? How can it be an opportunity for women to be actors instead of followers in this transformation? We cannot wait 171 years for equality, and we are coming to Asia to find the solutions and answers the world needs in one of the most dynamic economic regions.

This is why we were pleased to host the first-ever continental Women’s Forum Asia. Bringing the vision and voices of women, the Meeting was a place for commitment where you can exchange best practises, launch projects and initiatives and collaborate to resolve issues concerning not only gender, but the whole of humanity.

The added value of women can bring \$ 4.5 trillion to Asia Pacific - dramatically reducing inequalities and injustices. Asia is already leading by example in many fields and ranks – then why not be also the hub to pioneer women’s leadership?

Women’s Forum Asia, through out the main conference and its various initiatives, challenged over 1200 delegates from over 50 countries gathered in Singapore. It was a great success and we will continue our commitment to find the right solutions to respond to the challenges we are facing to create a more inclusive world.



**CHIARA CORAZZA**

Managing Director  
Women’s Forum



# Contents

- 02     Edito
- 04     Taking the lead  
for inclusion
- 06     Youth & Leaders Forum
- 10     Breaking barriers to  
inclusion
- 12     Embracing inclusive  
growth
- 14     CEO Champions
- 16     Accelerate Her

# Taking the lead for inclusion

## Accelerating through diversity



**\$28 trillion**

could be added to global annual GDP by 2025 if women play an identical role in labor markets to that of men.



**240 million**

workers could be added to the world's labor force in 2025 by achieving gender equality.

Asia's young, increasingly educated workforce and its growing middle class are a wellspring of dynamism. Millennials and women in Asia are poised to comprise a new generation of leaders, and engage in entrepreneurship at exponential rate. Nineteen of twenty of the world's most dynamic cities are in Asia, making the region attractive to investment, capital, and talent.

Yet across Asia, gaps remain in women's political empowerment, educational attainment and other measures of gender parity. At current rates of change, the gender gap in East Asia and the Pacific will take 171 years to be closed. Women's full participation and leadership in its economies and societies is needed to sustain Asia's attractiveness, grow its influence globally, and build a brighter future for its people from the ground up. Global challenges like climate change, technological disruption and political upheaval will not be fully addressed without diverse ideas, vision and commitments, including those of women.

Women's leadership is critical to unlock the power of Asia's rich diversity - of culture, age, gender, class, and religion, among others - to ensure that solutions to those challenges are inclusive and lasting. Diverse viewpoints and experiences must be included and put towards a common good, whether the creation of inclusive communities, built environments and public spaces; making organisations future-ready; or fairly sharing the rewards of trade, growth and technological change.

Drawing from insights and conclusions of Women's Forum Meetings across the year, as well as the G7 summit in August and other global conversations, the very first Women's Forum Asia meeting took place from 18-20 September 2019 in Singapore. Under the theme Taking the lead for inclusion: Accelerating through diversity, it gathered 1,500 leaders from across the region and the world to connect on how women's leadership can accelerate revolutionary and inclusive changes in our communities, organisations and economies for better future for all.

**180 million**

women's jobs will be at risk in the next two decades globally.

Source: IMF

**\$160 trillion**

in wealth lost by countries because of differences in lifetime earnings between women and men.

Source: The World Bank



Women's Forum Asia focused on accelerating positive changes through diversity, using two pathways to further explore this theme across and within sessions.

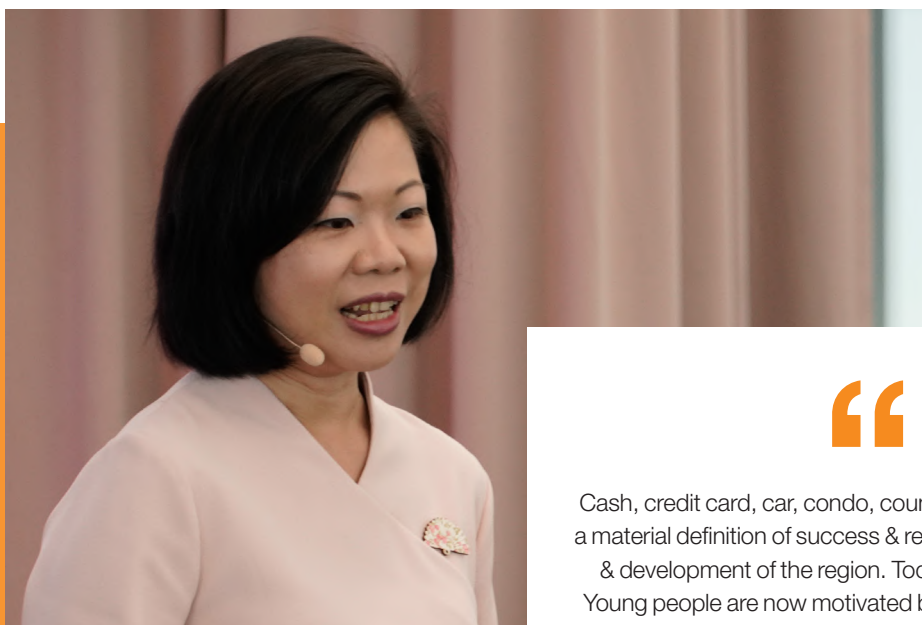
- ① **Breaking barriers to inclusion**
- ② **Embracing inclusive growth**

# Youth & Leaders Forum

Taking the lead: Our Future belongs to All of Us

**What kind of future do today's generations and tomorrow's leaders envision? How can we create equal opportunities and incorporate their needs both locally and globally? How can they be empowered to act, lead and deliver? How can we leverage creativity for social good?**

The Youth & Leaders Forum convened Asian youth to explore how their participation in economies and societies is crucial. Under the theme "Taking the lead: Our Future belongs to All of Us" the youth learnt how to aspire, thrive and lead by addressing topics such as climate change, the future of work, closing the gender gap, youth leadership in education and the impact of STEM. The interactive sessions allowed students to pose questions and address pressing concerns. Insights were shared by speakers including **Sim Ann**, Senior Minister of State, Ministry of Culture, Community and Youth & Ministry of Communications and Information, Republic of Singapore; Sandhya Devanathan, Managing Director, Facebook Singapore; Lily Kong, President and Lee Kong Chian Chair Professor of Social Sciences, Singapore Management University; Sara Cheng, CEO, Fuji Xerox Singapore



“

Cash, credit card, car, condo, country club - the 5Cs were a material definition of success & reflected the rapid growth & development of the region. Today this has changed. Young people are now motivated by fairness, inclusivity & impact

**Minister Sim Ann**

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Keep your curiosity. This mindset will allow you to go into a different culture, different environment and actually learn about it and the unspoken expectations.

**Sara Cheng**  
CEO, Fuji Xerox Singapore



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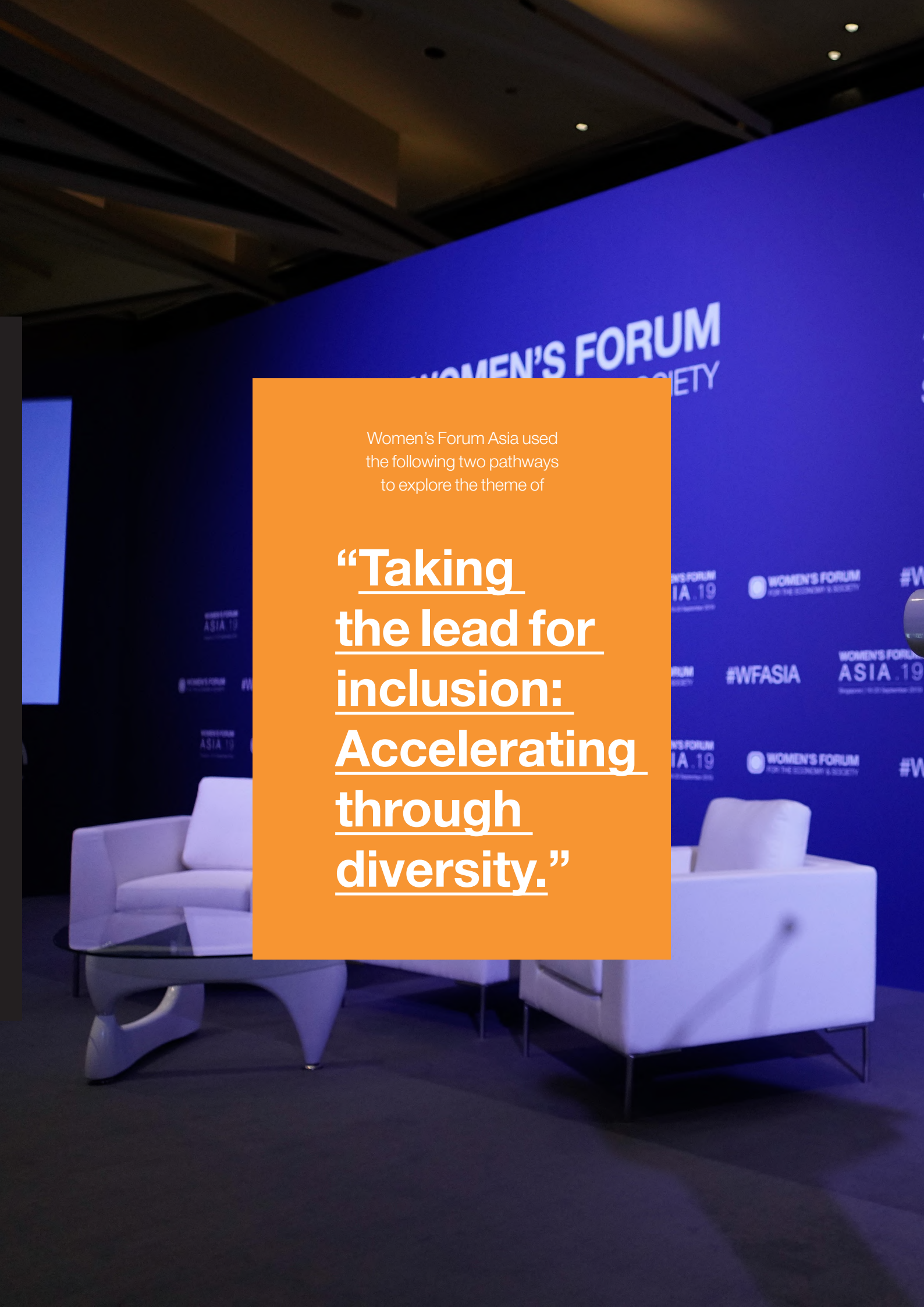
Seize the day, every opportunity and lead your own career - don't be afraid to ask for what you want.

**Shweta Sharma**  
GM Global Travel Retail, Procter & Gamble & Women's  
Forum Rising Talent 2018



Women's Forum Asia used  
the following two pathways  
to explore the theme of

**“Taking  
the lead for  
inclusion:  
Accelerating  
through  
diversity.”**



# WOMEN'S FORUM ASIA .19

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1

## Breaking barriers to inclusion

This pathway focuses on ways and means to drive inclusion and women's empowerment, such as education and culture, and create lasting change both within organisations and across wider society.

2

## Embracing inclusive growth

This pathway examines ways to accelerate growth that is sustainable by making inclusion a core guiding principle of cities, systems and communities - for example, by tapping women's leadership to help address climate change, and designing cities and public spaces that harness new technology but are also safe for all. Such inclusive growth helps sustain the region's attractiveness in the long run.

All sessions from  
Women's Forum Asia  
are available on Youtube



# Breaking barriers to inclusion

Closing the gap for an inclusive world



The energy industry will increase to

**25% by 2025**

– creating an opportunity for women to design green solutions

Companies with women in their boards are more sustainable and have better results. However, in Asia Pacific, women account for just 12.4% of board seats. Furthermore, start-ups founded or co-founded by women globally outperform by 63% after 10 years than those start-ups founded solely by men. Nonetheless, women are still facing challenges for owning, financing, sustaining and growing a business, due to legal and policy obstacles, and some cultural norms.

Companies and governments should prioritize their inclusion and be the trailblazers of a collective dynamic that promotes inclusion. Setting a soft target of women participation on Boards – the so called quotas – can bring a first term solution to increase the diversity and help women break invisible glass ceiling. Diversity and inclusion starts from the top, and women empowerment needs to be promoted by investing on their education and career; through their communities and networks; promoting individual skills such as confidence on their own capacity; and technology to bring flexibility to the schedules.



Women comprise only

**23.4%**

of global parliaments, according to the UN.

Solutions to a more inclusive society also tackle the discriminations that women face on their day-to-day life. Through technology and innovation, cities are being reshaped and tailored to answer the needs of their inhabitants. In the current increase of urbanization, transportation within the city is the key to a more sustainable and secure structure. Public and private transportation are developing to and to provide a solution to the discrimination women face in public transportation.



Singapore has seen 25% more women #research scientists and engineers in 2017 compared to 2012.

**Madam Halimah Yacob**

President, Republic of Singapore

“

A completely male environment is boring. It's horrible. We all live in families and communities that are diverse. We challenge each other. Without women it's not innovative, it's not creative

**Jean-Pascal Tricoire,**  
Chairman & CEO, Schneider Electric



Women who control  
**\$11.2 trillion**

of today's investable assets, are having a profound impact on how businesses view their role and responsibility in the world.



“

When women decide to do something, they never come alone. They come with family, they come with community and then they talk about solutions

**Chetna Sinha,**  
Founder & Chair, Mann Deshi Foundation

# Embracing inclusive growth

Taking action today for tomorrow's generations

Women are disproportionately impacted by climate change, STEM and AI among others. Although they represent 50% of the world's working age population, they only generate 37% of GDP. Empowering women and making inclusion a core guiding principle is part of the solution to accelerate sustainable growth.

There are 250 million fewer women online than men, and only 20% of data science jobs are currently covered by women. Governments should invest in education, as it is the key to challenge the actual underrepresentation in STEM. Artificial Intelligence also represents a challenge for women. By 2030, 50% of current jobs may be obsolete and women have a higher risk than men to losing their job to automation. We should focus on preparing women for the new opportunities that may generate through these changes. As they are usually recognized to have better soft skills than men, they are expected to have a greater role to play in the new work environment.

Climate Change is a global emergency, but in Asia it is not regarded as the top urgency. Reducing and banning plastic would be a first step to make business and society aware of the problem, and encourage them to find and use sustainable plastic substitutes. Furthermore, circular economy could play a role in allowing companies to adopt better practices. Greener energy use must be at the top of the agenda to achieve the goal of 80% of the earth's energy to be produced by renewables and 40% of that to be solar by 2050.



“

How do you design communities where multi-generations can live? How do you integrate flexibility in the workforce?  
It's time to bring all these issues and tackle all of them together.

**Indra Nooyi**

Former chairman & CEO, PepsiCo



“

It's estimated up to 80% of the accounting industry can be automated

**Aruna Jayanthi**

Managing Director Asia Pacific and Latin America, Member of the Group Executive Committee, Capgemini Group

In the US last year, emissions rose **3.4%**, the largest rise in 8 years.

The share of urban dwellers is expected to rise to **70% by 2050**, and urban poverty and other challenges are more likely to impact women and girls, according to the UN.

The travel industry is planned **to double** in Latin America in the following 10 years, and for the rest of the world in 15 years which can leave a huge footprint on the environment.

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We need to be teaching our children independent thinking, teamwork, care for others.

**Anne-Gabrielle Heilbronner,**

Member of the Directoire, Secretary General, Publicis Groupe

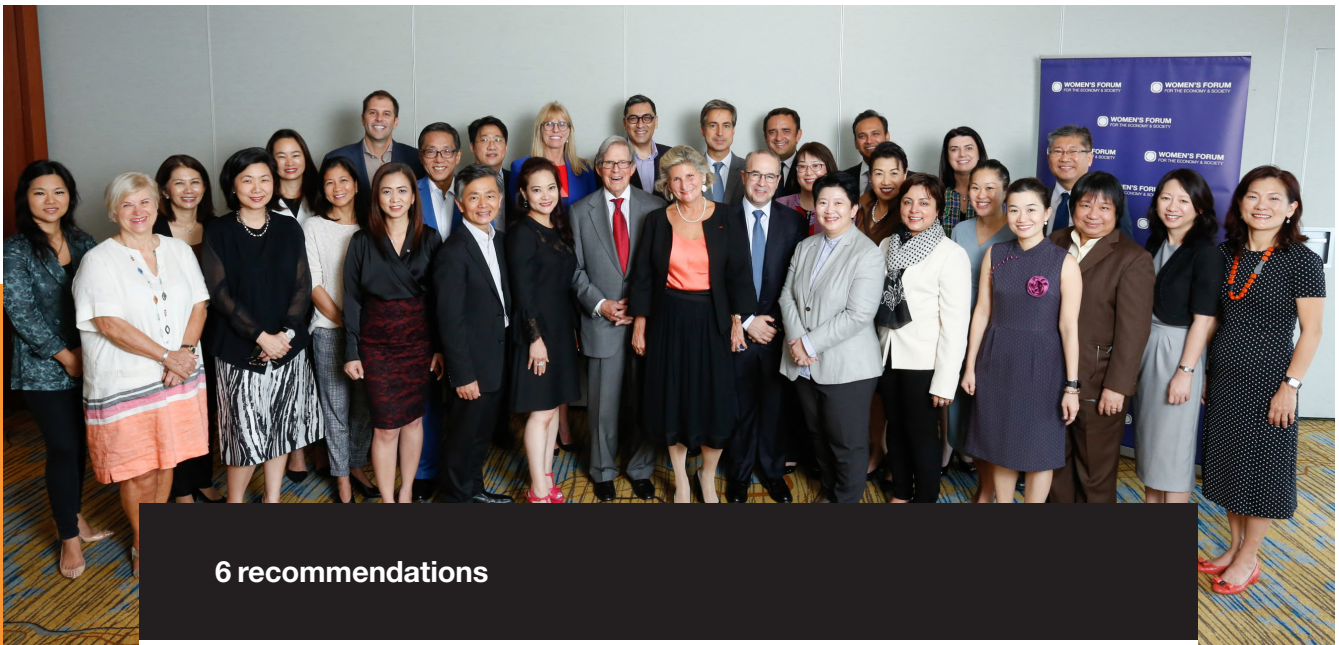
# CEO Champions

## **“DIVERSITY IS NOT JUST A RIGHT THING TO DO IT IS A BUSINESS IMPERATIVE”**

It is the solution in the age of disruption It is influencing investment criteria and market expectation.

In the framework of the first Women's Forum Asia, more than 40 committed CEOs from companies across Asia and beyond, met to engage and improve women's leadership in the future of work ahead of the Singapore Summit on 21 September 2019 in Singapore.

Together with McKinsey & Company, the CEOs reviewed the impact of key measures to accelerate gender equality in the Asia Pacific region, knowing that \$4.5 trillion could be added to the collective GDP of Asia Pacific by 2025 by closing the gender gap. The meeting aimed to develop the future of diversity by engaging corporate leadership to examine how businesses can lead by example.



### **6 recommendations**

- Establish the balance between mandatory targets and chosen targets according to local context
- Measure regularly the progress and hold accountability with full transparency
- Lead by example by companies with best practices which will shift the mindset, influence the market, attract and retain the talents and investors
- Ensure the top leadership is fully convinced of the business case for diversity; and the voice from the bottom can be fully heard
- Create a flexible and favourable environment, including not breaking the pipeline of talent
- Leverage innovation and technology to provide equal opportunities for women and men, to unlock the full potential of the workforce.

# KEY MOMENTS



**Signature of Global Knowledge Partnership with Clifford Chance with Connie Heng, Partner, Head of APAC Capital Market**



**Signature of Jean-Pascal Tricoire, Chairman, Schneider Electric on the Women's Forum Climate Charter**

# Accelerate Her

## The Women-led Startup Pitch Contest



More than 50 applications



From more than 20 countries

Supporting women entrepreneurship is key to building an inclusive innovative world across Asia. Our mission with the Women's Forum Asia is to unlock the power of women's leadership and the power of Asia's rich diversity by giving women a powerful platform to voice their ideas and perspectives, and to provide a sound springboard for them to build their vision towards a more inclusive future.

Among the identified barriers blocking women to undertake and succeed in building a company is the lack of access to finance and markets, as well as limited education and training in starting, managing, and growing a business.

In the context of Women's Forum Asia, we organized in partnership with INSEAD Centre for Entrepreneurship, INSEAD Executive Education, Facebook Singapore and La French Tech a women-led startup pitch contest "Accelerate HER". The purpose of this event was to help a selected number of women-led startups in Asia to achieve success in developing their innovative ideas, building their networks and their brands, their soft-skills, and bringing them to pitch in front of a venture capitalist audience.



First Runner-Up  
**Alchemy Food Tech**



Second Runner-Up  
**Pad 2 Go**



Third Runner-Up  
**Notarum**



# Additional Experiences at Women's Forum Asia



## Unconscious bias workshop

To deliver the highest client impact, organizations need the best people working creatively and collaboratively together to find solutions. A key part of making this happen is to address potential unconscious biases, as well as broaden beliefs around what it takes to succeed in the corporate world. This workshop was designed to increase awareness around potential unconscious biases and to provide a forum to discuss how leaders might collectively and individually address them



## Human-centered Leadership workshop

In a world where the only constant is change, leaders are increasingly aware of the potential risks and recognize the personal investment that needs to be made to get the job done. The McKinsey Centered Leadership workshop was a unique opportunity for senior executives to shape how they personally influence and effectively lead transformational change – to lead self, lead others, and lead change or organizations

## Dialogue in the Dark

Would you be able to lead if you can't see? The workshop Dialogue in the Dark: Leading for An Inclusive Community encouraged delegates to step up and lead a team to achieve their goals while experiencing total blindness. Communication, collaboration and the ability to accept changes are key to success.

# Partners

## STRATEGIC COMMITTEE MEMBERS



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held in singapore

with the special support of **EDB**  
singapore

*TAKING THE LEAD  
FOR INCLUSION:  
ACCELERATING  
THROUGH DIVERSITY*

**WOMEN'S FORUM**  
FOR THE ECONOMY & SOCIETY

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### Global partners



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### Silver partners



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## Upcoming Meetings

### **Women's Forum Global Meeting**

20-22 November 2019

Paris, France