

SYNOPSIS ON THE TOPIC

# Gender parity



Measures to improve labor legislation, gradually increase wages and payment opportunities where called for, equal pay for equal work and improve parent level programs for work place, and other measures to achieve economic and social parity in work environments.

On the Roscongress Information and Analytical System on the chosen topic you will find:

<p><b>Analytics</b></p> <p><u>8 analytical materials</u></p>	<p><b>Events</b></p> <p><u>26 sessions</u></p>	<p><b>Speakers and experts</b></p> <p><u>226 speakers</u></p>	<p><b>Related topics</b></p> <p><u>34 topics</u></p>
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## Latest publications in block «Analytics»



### PUBLIC GOOD OR PRIVATE WEALTH?

Universal health, education and other public services reduce the gap between rich and poor, and between women and men. Fairer taxation of the wealthiest can help pay for them.

www.oxfam.org



RESEARCH

21.01.2019

### Public Good or Private Wealth?

This report by Oxfam International addresses the problem of global economic inequality between rich and poor, and between men and women; it also suggests methods of fighting inequality.

- Gender parity
- Standards of living
- Economic Inequality

[Read more](#) →



ARTICLE

06.09.2018

## **Changes for the better**

Increasingly substantive discussions on Russia’s future social structure are becoming the focus of national forums, and the 4th Eastern Economic Forum is no exception.

- Philanthropy
- Volunteering
- Gender parity
- Healthcare
- Social entrepreneurship

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EXPERT OPINION

21.05.2018

- Gender parity
- EAEU
- Entrepreneurship
- Sustainable Development
- Digitalization

## **«Without women, the economy would grind to a halt»**

**Valentina Matvienko**

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## Latest publications in block «Events»

ST. PETERSBURG INTERNATIONAL ECONOMIC FORUM 2019

### Equal Opportunities in the Digital Age

📅 6 June 2019 ⌚ 15:00–16:15



#### Moderator

#### Ekaterina Inozemtseva

Chief Executive Officer, Skolkovo Forum

#### KEY CONCLUSIONS

##### **Russia promotes women's agenda on the international arena**

Women's agenda for us appears incredibly important. Russia managed to present a whole range of programmes on the international level. During a UNIDO session [United Nations Industrial Development Organization, – Ed.] we presented a platform to advance women's agenda in the countries where UNIDO has a mandate. We are very content, as a whole array of those ideas passed and certain steps are already being implemented – [Galina Karelova](#), Deputy Chairman of the Federation Council of the Federal Assembly of the Russian Federation..

##### **Digital economy provides ample self-fulfillment opportunities for women**

Digital agenda today goes across all formats in all international organizations. All because modern opportunities provide numerous possibilities for a woman to fulfill herself. This is flexible schedule, chance to combine domestic work and raising kids with self-fulfillment, career-building, and self-development – [Svetlana Lukash](#), Russian G20 Sherpa.

Only the countries that have admitted the importance of the transit to digital economy will see economic and social benefits. The rest will fall behind in terms of competitiveness, development and economic growth. <...> Government needs to admit the importance of digital economy to facilitate the transfer – [Zeljka Cvijanovic](#), President of the Republic of Srpska.

ASI supported Internet Initiatives Fund that has over 300 successful female-led start-ups – [Elena Myakotnikova](#), Corporate director, Agency for Strategic Initiatives.

New digital economy since it created multiple horizontal connections will most likely have a female face due to openness and adaptivity to everything novel – [Tatyana Terentyeva](#), Director of Human Resources, ROSATOM State Atomic Energy Corporation.

### Women are more vulnerable in unstable regions

Out of 85–90 million starving people in the world, women and young women make up 60%. In the destabilized areas women carry the main burden. <...> When women get the same resources men used to have, we see wonderful change – [David Beasley](#), Executive Director, The United Nations World Food Programme.

### Russia does not have a gender inequality problem

What happens in Russia is dramatically different from what is happening in the West. There the news is made by 33% of women. In Russia it is a 50–50 split. <...> Despite this, women lack confidence and inspiring examples – [Olga Paskina](#), Chief Executive Officer, National Media Group .

The gender inequality problem came from the West and it is forced on us by the West. Russia does not have this problem – [Natalya Kaspersky](#), President of InfoWatch.

[Read more](#) →

ST. PETERSBURG INTERNATIONAL ECONOMIC FORUM 2019

## Role of Women Executives in Building Successful Business Models

📅 6 June 2019 ⌚ 09:00–10:15



### Moderator

#### Jacek Cukrowski

Chief of the Europe and Central Asia Division, United Nations Industrial Development Organization (UNIDO)

### KEY CONCLUSIONS

#### The economy and society benefit from women in leadership

The role of women's leadership is a very important topic. Globally, just around 34% of the managerial positions are held by women. Gender diversity at the executive level is highly beneficial. Women contribute to the establishment of a broad talent pool, better understanding of customers' needs, and greater coherence within the company. Moreover, women are more conscious users of resources, and can have a significant positive impact on an organization's sustainability. <...> UNIDO

is striving to have women and young girls acquire the necessary knowledge and skills required by the new technological environment to further strengthen their competitive advantage on the global market – [Yong Li](#), Director General, United Nations Industrial Development Organization (UNIDO) .

Today, the question of promoting women’s leadership is relevant throughout the world. By increasing women’s involvement in the economy, it will be possible to add USD 28 trillion to global GDP. That would be akin to adding the economies of another China and USA. According to studies, when women develop their career or business, they spend money on healthcare, improving living conditions, and education for their children. This has a social effect – it makes the next generation more competitive – [Veronika Peshkova](#), United Nations Industrial Development Organization (UNIDO) Goodwill Ambassador. President of the Foundation for the Development of Public Diplomacy ‘Women’s Perspective’.

The recently established Eurasian Women’s Forum Council <...> has publicized the creation of 20 projects focusing on various areas [concerning women in business, – Ed.]. All of these projects aim to promote women’s roles at decision-making levels in government, the economy, and business. <...> This will benefit the economy, society, and women themselves – [Galina Karelova](#), Deputy Chairman of the Federation Council of the Federal Assembly of the Russian Federation..

According to a study which was conducted over a six-year period in Russia, companies which had women in leadership positions had better results in terms of capitalization and profitability than companies where women were never or no longer employed – [Irina Gaida](#), Partner, PwC Strategy& Russia .

Having women in leadership positions is key for an effective economy, and for business profitability – [Olga Sorokina](#), Managing Partner, O2 Consulting.

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**Major companies are developing their own programmes to support women’s careers**

Thirty per cent of our workforce is female, and 30% of our managers are female. <...> Seven years ago, we began to make investments to draw interest and create equal opportunities. Rosatom’s schools and nursery schools are helping to increase children’s interest in the exact sciences. Forty per cent of student entrants in our competitions are girls – [Tatyana Terentyeva](#), Director of Human Resources, ROSATOM State Atomic Energy Corporation.

As a result of our ‘Catalyst’ programme, approximately 31% of the participants were either promoted or changed their job. <...> We changed the whole industry, since in the whole industry the level of hiring women directors increased by 400% – [Erika Lindauerova](#), General Manager for the Czech Republic and Slovakia, HP Inc..

We set up a diverse hiring board. This means that you are not allowed to take a hiring decision on your own – you have to bring in diverse and several perspectives from different departments, and discuss hiring decisions looking at the overall diversity in the teams – [Doris Lippert](#), Head of Digital Advisory Services for Austria, Microsoft Corporation.

We are implementing a project to develop female entrepreneurship. Every year, we hold more than 300 events and bring together the biggest community of female entrepreneurs in Russia – Nadia Cherkasova, Deputy President and Chairman of the Management Board, Otkritie FC Bank; Chairperson of the Women’s Entrepreneurship Development Committee, All-Russian Non-Governmental Organization of Small and Medium-Sized Businesses OPORA RUSSIA .

**Gender-diverse companies are more attractive to employees and investors**

Impact investors make up a fast-growing segment of investors as a whole. They focus not only on a project’s return, but its effect on social prosperity and sustainable development. They set quality criteria for how a company is managed (including with regards gender diversity at management companies) – Irina Gaida, Partner, PwC Strategy& Russia .

Based on a study that was done in 2015 by McKinsey, gender-diverse companies provide higher results than the market average by 15%. Another study showed that 35% of interviewed millennials left a job for another one at a company with a more diverse culture – Erika Lindauerova, General Manager for the Czech Republic and Slovakia, HP Inc..

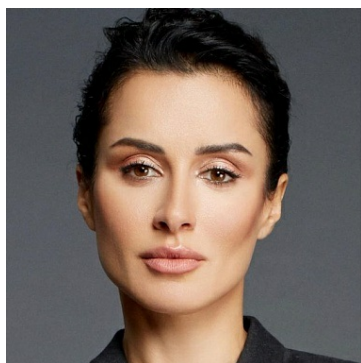
We must not ignore half of our available workforce. (In Russia) women will account for (even) more than half of the available workforce over the next few years. It is important for employers to show that they promote social elevation, and that a woman who works there has the opportunity to reach the same heights as a man – Irina Gaida, Partner, PwC Strategy& Russia .

[Read more](#) →

THE RUSSIAN INVESTMENT FORUM 2019

**In the Vanguard of Technological Progress: Women in STEM**

📅 14 February 2019 ⌚ 16:15–17:30



**Moderator**

**Tinatin Kandelaki**

General Producer, Match TV

**KEY CONCLUSIONS**

**Working women is a significant resource for economic growth**

The research shows that attracting more women to the job market can raise the GDP by USD 6 trillion just in the countries of the Organization for Economic Co-operation and Development. If a company’s management involves a woman,

its efficiency doubles – Marina Zhunich, Director for Government Relations, Google Russia.

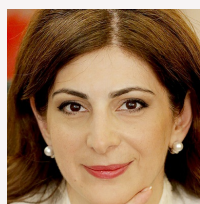
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**Women's potential in STEM is underused**

If we take a look at students, there are only 34% girls among STEM (Science, Technology, Engineering, Mathematics – ed.) students; for postgraduates this number is 26%, and just 18% pursue a career in these areas – Ekaterina Inozemtseva, General Director, Skolkovo Forum.

[Read more](#) →

## Speakers and experts

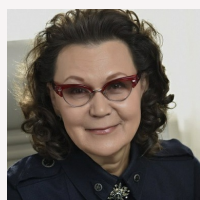


### **Agnessa Osipova**

President, Russian Franchising Association

1 quote

10 events

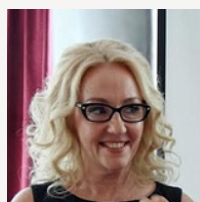


### **Talia Khabrieva**

Director, Institute of Legislation and Comparative Law under the Government of the Russian Federation

2 quotes

3 events



### **Inga Mangus**

Chair of the Estonian Association of Teachers of Russian and Literature, Estonia

1 events



### **Anna Zelentsova**

Strategic Coordinator of the Nationwide Financial Literacy Project run by the Ministry of Finance of Russia

1 events



### **Sergei Morozov**

Governor of Ulyanovsk Region

5 quotes

19 events



### **Anna Visotskaya**

Director, Far Eastern Branch of Orien

3 quotes

2 events



### **Alexander Drozdenko**

Governor of Leningrad Region

9 quotes

18 events

2 analytical materials



### **Victoria Panova**

Vice-Rector for International Relations, FEFU, Russian W20 Representative

8 quotes

20 events





**Deborah Greenfield**

Deputy Director-General of the International Labour Organization

2 events

[Full list of speakers and experts](#) →

## The list of topics related to the selected topic

Topics	Analytics	Events	Speakers and experts
Entrepreneurship	<u>2</u>	<u>10</u>	<u>90</u>
Standards of living	<u>4</u>	<u>4</u>	<u>32</u>
Social entrepreneurship	<u>2</u>	<u>5</u>	<u>57</u>
Sustainable Development	<u>2</u>	<u>4</u>	<u>21</u>
Globalization/regionalization		<u>5</u>	<u>51</u>
SMEs		<u>5</u>	<u>43</u>
Labor Market		<u>4</u>	<u>39</u>
Digitalization	<u>1</u>	<u>2</u>	<u>26</u>
Education	<u>1</u>	<u>2</u>	<u>19</u>
Economic Inequality	<u>3</u>		
Labour productivity gains		<u>2</u>	<u>30</u>
State Strategic Planning		<u>2</u>	<u>24</u>
Basic Research		<u>2</u>	<u>22</u>
EAEU	<u>1</u>	<u>1</u>	<u>16</u>
4th Industrial Revolution	<u>1</u>	<u>1</u>	<u>12</u>

[Full list of the related topics](#) →