

Gender Advisory Council

# Closing the gender gap: Challenges, opportunities and the future

A companion guide to PwC's film

[www.pwc.com/women](http://www.pwc.com/women)

PRICEWATERHOUSECOOPERS 

# Closing the gender gap

It is now accepted that the global economic picture in 2050 will look very different from today. The established G7 economies are already seeing a shift of their traditional economic power to the emerging countries, the so-called E7 of China, India, Brazil, Russia, Indonesia, Mexico and Turkey.

In addition to economic change, we are going through a period of huge social transformation, as we move into a future of labour shortages, skills gaps and a world in which the educational and economic empowerment of women will become even more significant.

How can we address and accommodate these changes? What are the actions which will help us face the challenge of the future? What efforts and connections need to be made by governments, companies and NGOs?

## A look into the future

In an attempt to find answers to these questions and more, PricewaterhouseCoopers invited global academics, politicians and business leaders to share their views on the gender gap and how it will impact our future.

Their thoughts are gathered in this thought provoking film. Take a look at our global perspective on answers to questions such as:

- How does the focus on diversity increase the access to talent?
- Why is it relevant for companies and governments to care about this issue?
- Is the treatment of women a barometer of progress – and how are we doing?
- How, and how fast, can companies respond to global challenges?
- What will companies look like in the future?
- What is the impact of diversity on innovation?
- How does diversity link to productivity, a cornerstone of economic growth?
- And why does all of this matter so much more in the future?

# The interviewees

Many leading business people and academics from around the world contributed to the film, sharing their views on the world in 2050 and how it will be impacted by the gender gap. They include:

**Samuel A DiPiazza Jnr:** has been the global CEO of PricewaterhouseCoopers since 2002, and is the founder and executive sponsor of the PwC global Gender Advisory Council. Sam joined PwC US in 1973 and became a partner in 1979. Prior to becoming CEO, Sam led PwC US as chairman and senior partner and was a member of the global leadership team. His many global and philanthropic roles include serving on the World Bank's Private Sector Leaders' Forum.

**Haifa Fahoum Al Kaylani:** Founder and Chair of the Arab International Women's Forum, Haifa has chaired and spoken at numerous major conferences on women's issues.

**Kevin Daly:** Author of the award-winning paper "Gender Equality, Growth and Global Ageing", Kevin is a European Economist and an Executive Director within the Goldman Sachs European economics team.

**Nilcéa Freire:** Minister of the Special Secretariat for Policies for Women (SPM) in Brazil. As Minister, she organised and coordinated, in partnership with the National Women's Rights Council, the first National Conference on Policies for Women. This resulted in the guidelines for the National Plan for Policies for Women (PNPM), which went into effect in December 2004.

**Maureen Frank:** Winner of the prestigious Australian Telstra Business Woman of the Year Award in 2004 and the former national head of Aon's Mergers and Acquisitions team, Maureen is Founder and Managing Director of Emberin, a company which focuses on helping women in many countries, including Australia and India, gain the skills needed to make it to the top.

**R Gopalakrishnan (Gopal):** is an executive director of Tata Sons, chairman of Rallis India and of Advinus Therapeutics, and vice chairman of Tata Chemicals. A key member of the Tata Group Corporate Centre, Gopal plays a vital role in providing direction and impetus to the Group's forays into potentially viable areas of the new economy.

**Lynda Gratton:** A global authority on the people implications of strategy, Lynda is Professor of Management Practice at the London Business School.

**Thabani Jali:** Former judge Thabani is Executive Chairman of PricewaterhouseCoopers' Southern African Governing Board, where he assists in the strategies and positioning of the firm, including issues of governance and transformation.

**Mr. K. Vaman Kamath:** is the Managing Director and Chief Executive Officer of ICICI Bank Ltd, India's second largest bank. Amongst other accolades, Vaman was named "Businessman of the Year" by Forbes Asia in 2007. He is also the current President of the Confederation of Indian Industry and a member of the board of the Indian Institute of Management.

**Dr. Kedibone Letlaka-Rennart:** Kedi is Diversity Advisor for the International Monetary Fund in Washington DC. Her mandate is to drive the overall Fund's diversity strategy and to help promote staff diversity and inclusion.

**Laura Liswood:** Laura is co-Founder and Secretary General of the Council of Women World Leaders, an organisation aimed at increasing the number, effectiveness, and visibility of women who lead at the highest levels in their countries. She is also a Senior Advisor at Goldman Sachs.

**Alison Maitland:** Former Financial Times journalist and co-author (with Avivah Wittenberg-Cox) of "Why Women Mean Business: Understanding the emergence of our next economic revolution", Alison also directs The Conference Board Europe's Council for Diversity in Business and is a Senior Visiting Fellow in the faculty of management at Cass Business School, London.

# Gender diversity at PricewaterhouseCoopers

The development of this film is an initiative from PwC's Gender Advisory Council (GAC), which was set up in 2006 to address the issue of gender diversity within the organisation.

Women represent half of PwC's global workforce at the recruitment level, and 15 percent of the partnership, a number which continues to increase each year. Although great progress has been made to help women climb the corporate ladder, we know we need to do more.

That's why we created the Gender Advisory Council, an action and results oriented advisory group who work on ways to improve the representation of women at the highest levels of PwC. Members come from PwC firms around the world including:

Samuel A. DiPiazza – PwC Global CEO (Sponsor) New York, USA	samuel.a.dipiazza@us.pwc.com +1 646 471 4500
Moira Elms – Chair of the Gender Advisory Council London, UK	moira.a.elms@uk.pwc.com +44 20 7212 8452
Sue Bannatyne Global: Genesis Park: Washington DC, USA	susan.bannatyne@us.pwc.com +1 202 346 5271
Anne Loveridge Sydney, Australia	anne.loveridge@au.pwc.com +61 2 8266 7698
Susan Allen Toronto, Canada	susan.allen@ca.pwc.com +1 416 869 2835
Laurie Endsley London, Central/Eastern Europe	laurie.endsley@uk.pwc.com +44 20 7804 0323
Nora Wu Shanghai, China	nora.wu@cn.pwc.com +86 21 2323 8888
Agnès Hussherr Paris, France	agnes.hussherr@fr.pwc.com +33 1 56 57 548
Bharti Gupta Ramola Gurgaon, India	bharti.gupta.ramola@in.pwc.com +91 124 462 0503
Suit Fang Chin Kuala Lumpur, Malaysia	suit.fang.chin@my.pwc.com +60 3 2173 0408
Anita Stemmet Cape Town, South Africa	anita.stemmet@za.pwc.com +27 21 529 2098
Rich Baird Chicago, USA	richard.baird@us.pwc.com +1 312 298 2239
Roy Weathers New York, USA	roy.weathers@us.pwc.com +1 646 471 8384
Cleo Thompson Global Programme Office: London, UK	cleo.thompson@uk.pwc.com +44 20 7804 8617

Details of the GAC's work can be found at [www.pwc.com/women](http://www.pwc.com/women)

To continue the debate and share your views, please email us at: [GAC\\_Diversity\\_Video@pwc.com](mailto:GAC_Diversity_Video@pwc.com)

To view a series of PwC reports on the world in 2050, visit [www.pwc.com/world2050](http://www.pwc.com/world2050)

© 2008 PricewaterhouseCoopers LLP. All rights reserved. "PricewaterhouseCoopers" refers to PricewaterhouseCoopers LLP (a limited liability partnership in the United Kingdom) or, as the context requires, the PricewaterhouseCoopers global network or other member firms of the network, each of which is a separate and independent legal entity.

Designed by studioec4 19596 (10/08)