

Global Panel to Expand Boundaries and Power Our Future Together

Panel Presenters:

[Cris Carvalho](#), InterElo Consultoria

[Dr. Niru Kumar](#), Ask Insights

[Nene Molefi](#), Mandate Molefi HR Consultants

[Farrah Qureshi](#), Global Diversity Practice

Moderator:

[Dr. Alan Richter](#), QED Consulting



Forum on Workplace Inclusion
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Agenda

- Quizzes
- Cases
- Questions...



Quiz Question #1: Polling

Which area needs the maximum attention to harness the emerging power of Indian Women?

- A. Government and Corporate Policies
- B. Educational Initiatives
- C. Cultural change in mindsets and stereotypes
- D. Digital Fluency

Quiz Question #1: Answer

Which area needs the maximum attention to harness the emerging power of Indian Women?

- A. Government and Corporate Policies
- B. Educational Initiatives
- C. Cultural change in mindsets and stereotypes
- D. Digital Fluency

D – Digital fluency - The Accenture Digital Fluency Model Overall Scores for Women revealed that on a scale of 0-80 India scored 12 in Digital Fluency - this directly affects education, employment and advancement for women. By comparison, Singapore scored 41 on digital fluency – above the global mid-score, resulting in much better advancement for women.

Source: The Accenture Digital Fluency Model Overall Scores for Women, Accenture-IWD-2016-Research-Getting-To-Equal

Quiz Question #2: Polling

Which country has mandatory legislation for companies with over 1,000 employees, to reserve 5% of jobs for people with disabilities?

- A. Brazil
- B. Colombia
- C. Jamaica
- D. USA

Quiz Question #2: Answer

Which country has mandatory legislation for companies with over 1,000 employees, to reserve 5% of jobs for people with disabilities?

- A. Brazil
- B. Colombia
- C. Jamaica
- D. USA

A: Brazil – In Brazil there are 45.6 million people with some form of disability (23.6% population) – according to the IBGE 2010 Census. They face major difficulties in accessing the labor market and for this reason, as an affirmative action, there is a law which establishes this minimum. Nowadays, more and more companies are complying with this law, but there is so much to be done.

Source: Brazilian mandatory legislation - 1991. In the previous IBGE 2000 Census there were 24.5 million people with some form of disability (14.5% population).

Quiz Question #3: Polling

What is the rate of youth unemployment in South Africa?

- A. 11%
- B. 21%
- C. 31%
- D. 41%

Quiz Question #3: Answer

What is the rate of youth unemployment in South Africa?

- A. 11%
- B. 21%
- C. 31%
- D. 41%

C: This data is from the 3rd quarter of 2017. South Africa has very high unemployment rates, especially for youth.

Source: tradingeconomics.com

Quiz Question #4: Polling

At the current rate of progress, it would take **168 years** to close the gender gap in the US and achieve gender parity.

How many years would it take to close the gender gap in the Middle East?

- A. 127 years
- B. 157 years
- C. 177 years
- D. 207 years

Quiz Question #4: Answer

At the current rate of progress, it would take **168 years** to close the gender gap in the US and achieve gender parity.

How many years would it take to close the gender gap in the Middle East?

- A. 127 years
- B. 157 years
- C. 177 years
- D. 207 years

B: At the current rate of progress, it will take 11 fewer years for the Middle East to achieve gender parity than the US, despite the fact that the US has a remaining gender gap of 28% whilst the Middle East has a remaining gap of 40%.

Source: World Economic Forum (2017) - http://www3.weforum.org/docs/WEF_GGGR_2017.pdf

Quiz Question #5: Polling

The estimated minimum combined net worth of Donald Trump's Cabinet members and advisers (in May 2017) was \$61,380,600,000. How many countries had a GDP lower than that figure?

- A. 14
- B. 64
- C. 114
- D. 164

Quiz Question #5: Answer

The estimated minimum combined net worth of Donald Trump's Cabinet members and advisers (in May 2017) was \$61,380,600,000. How many countries had a GDP lower than that figure?

- A. 14
- B. 64
- C. 114
- D. 164

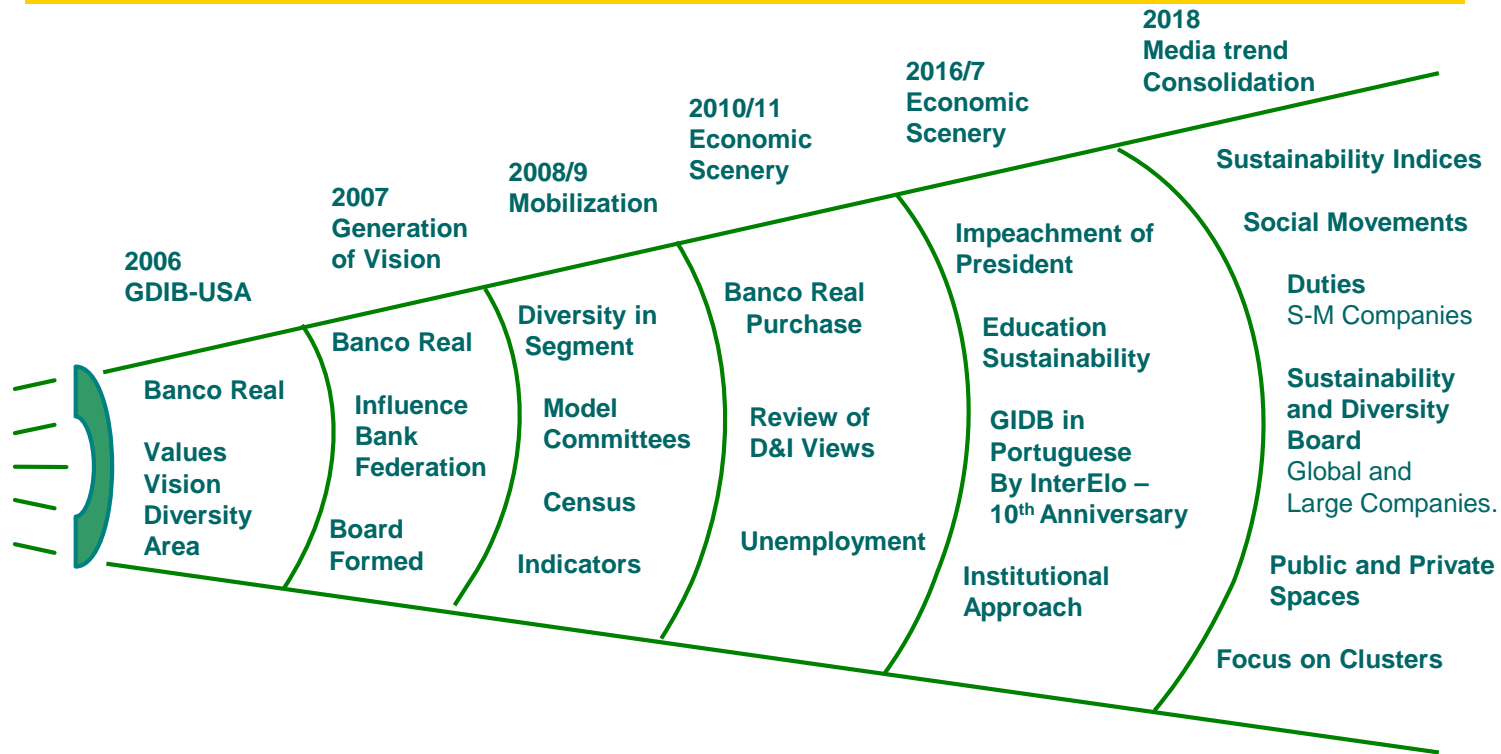
C: 114 countries – which is more than half of all countries on the planet. The UN's SDG #10 states: “reduce inequality within and among nations.”

Source: Harper's Index May 2017.

Cases



Decade Map



DATA – Brazil Market Scenery

Women *

- **54.2%** (97 MM /102 MM)
- 6.3 MM of Entrepreneurs x 6.8 of Male
- 48% Credit Cards
- **80% of male clothes Market(buys) are influenced by women**

People with Disability

- **23.9%**, more than 45.6 MM PwD
- **10.000 new per month** (46% gun weapon, 24% car crashes and 30% others)

(*)Men 93MM - Census 2010

Afro-descendents

- **50.7%** (97 MM /103 MM)
- PROUNI (700.000 students) and quotas: more than 400.000 at University.

Eldery Diversity

- **12.3% of Eldery** – 23.5 MM (people more than 60s) – 12% of women and 10% of men.
- 17.8% of youth - 34 MM (15 - 25 years old)

Sexual Orientation

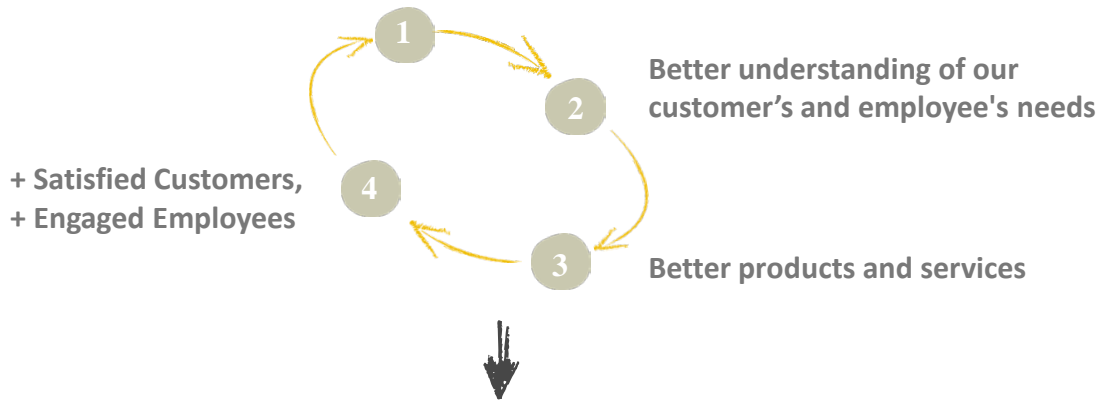
- **10% of the population is LGBTIQ** - estimative.

Our Assumption

Virtuous circle

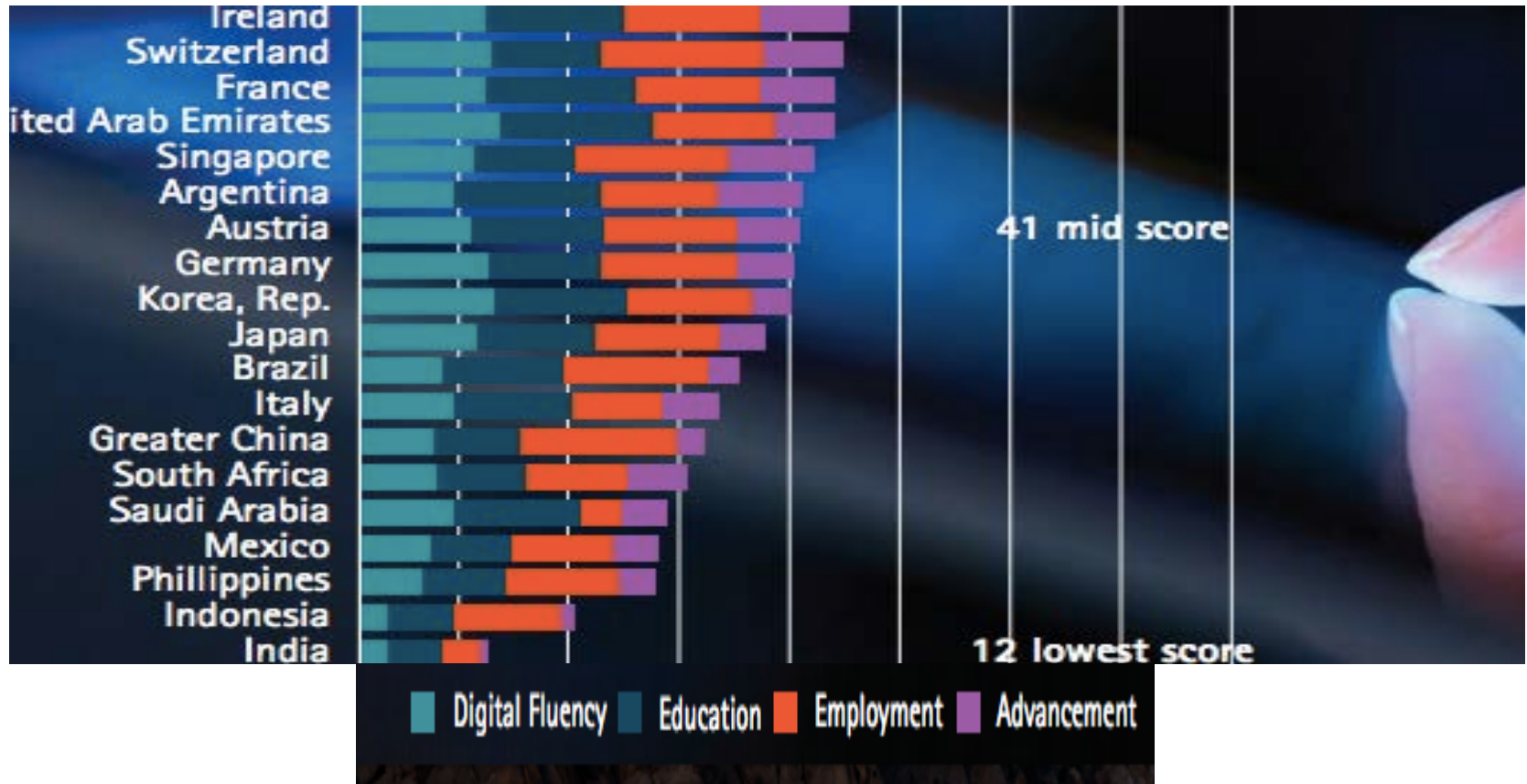
D&I

More Diversity and more inclusive actions



More business opportunities and a more innovative and sustainable organization

Accenture Digital Fluency for Women Model



India: Current Scenario

- Only 29% of Indian Internet users are women
- 43% of Indian men own cell phone as compared to 28% women

Digital India Initiatives for Women

- Internet Saathi: A program aimed to bring internet to rural women even in the deepest areas of the country, Ratan Tata, joined hands with Google, and Intel to help women in rural areas to get access to internet.
- W2E2 (Inida): Women for Empowerment and Entrepreneurship (W2E2) program an initiative towards helping Indian rural women with digital tools, e-learning, internet connection etc to empower them for independent projects.
- National e-governance plan: An initiative to bring all services on internet right from electricity bill payments to access of all types of records like property, land, utility bills etc through internet, to reduce dependency of women on men.



Q&A Session...

“I would rather have questions that can't be answered than answers that can't be questioned.” – Richard Feynman

