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# Meet Your Presenter



- An Inner-city girl who beat the odds by recognizing that it is choices rather than circumstances that determine success.
- My desire to create an ecosystem that supports the development of women, economic empowerment lead me to working with entrepreneurs and leaders by equipping them with guidance around business development and building their leadership capacity.
- My experiences in grass roots environments, corporate settings and government have uniquely positioned me to add value to this panel.

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## My Goal Here Today To share with you...

- Considerations for creating an environment where women thrive in business and formal employment
- Importance of inclusion in designing employment programs and policies, with particular attention to youth (in addition to gender and other intersectional characteristics)
- Specific considerations that would allow parliamentarians to be responsive to lessons learned and experiences in community and business development
- Illustrative examples from personal experiences providing career and entrepreneurial support to young women
- Concept of transformational leadership as a guiding principle for these efforts

# The State of Leadership Diversity in Entrepreneurship & Traditional Employment

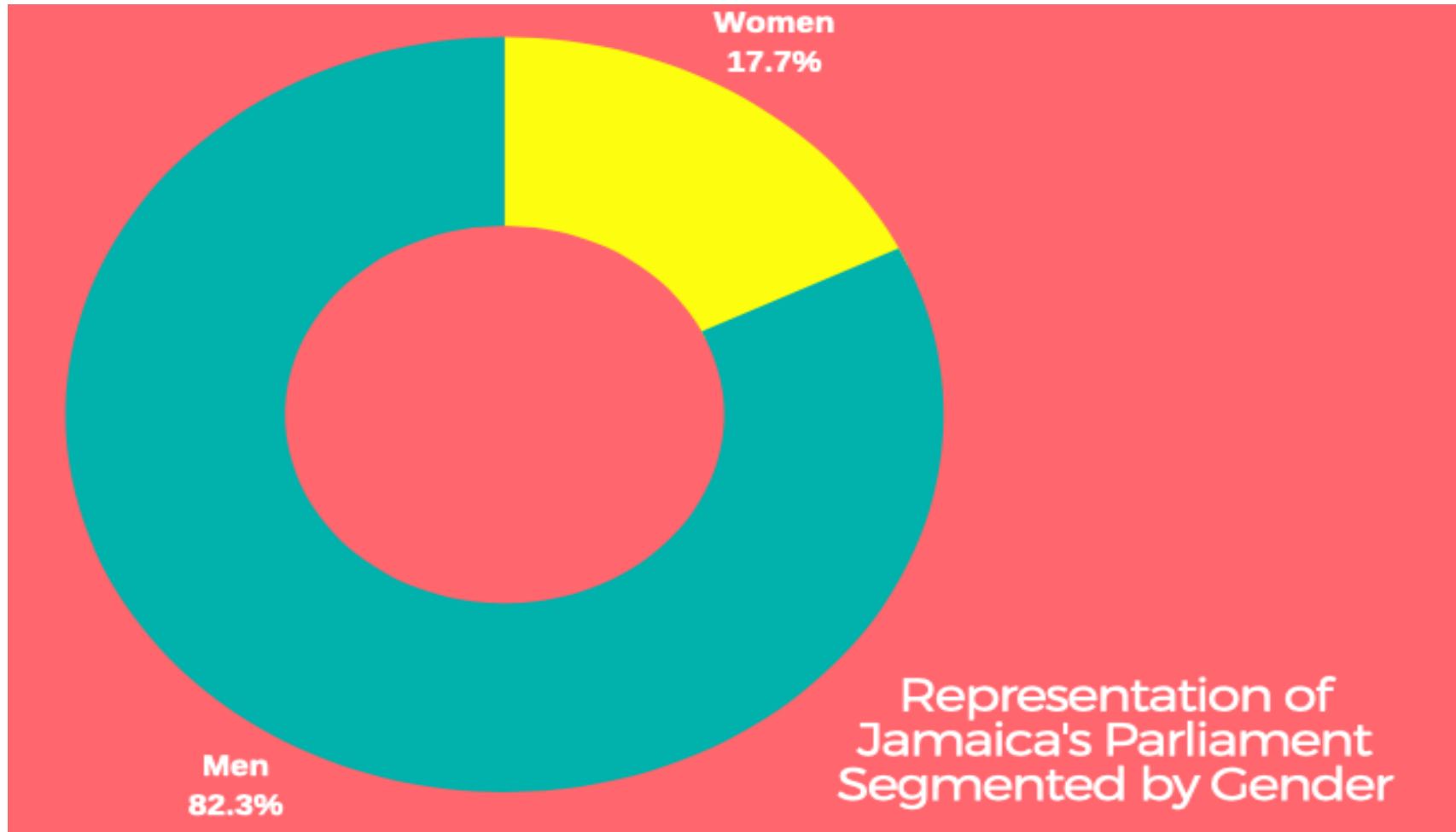
The Jamaican Context:

*“It is urgent that we address this situation of women’s leadership, because it is clear that when women are excluded, by whatever means, from top leadership, they are denied power to make a difference in the world,”*

Permanent Secretary in the Ministry of Culture, Gender, Entertainment and Sport, Denzil Thorpe speaking at the opening of the ParlAmericas Inter-Parliamentary Meeting at the Jamaica Pegasus hotel in New Kingston on Wednesday, January 24, 2018

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# Issues preventing Women from Thriving in Entrepreneurship & Traditional Employment



Source: Statistical Institute of Jamaica

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# Issues preventing Women from Thriving in Entrepreneurship & Traditional Employment

In addition to the public sector, women are becoming increasingly visible in the private sector as well, although at a much slower rate. The Women's Research and Outreach Centre (WROC) published the study *Implications for the Participation of Women on Boards and Commissions in Jamaica* in 2008. This study investigated women's participation in state and private Boards of Directors and Commissions, and the extent to which Jamaica has implemented measures in fulfillment of the international agreements covering women in decision-making. The study found, among other things that 33% of public boards and 16% of private boards were comprised of women although women continue to be markedly absent from boards in traditionally male-dominated fields such as transportation, economic development, and financial management (Table 16).

**Table 16: Women's participation in governing boards  
(public and private sector, and trade unions)**

Type of organisation	Total members	Women	Men	% women
Public sector	212	69	153	33%
Private sector	69	11	58	16%
Trade unions	10	3	7	30%
Total	291	83	208	29%

Source: CEDAW 2012 NGO Alternative Report Jamaica

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# Issues preventing Women from Thriving in Entrepreneurship & Traditional Employment

Table 1. The leaking pipeline of female talent, Latin America and the Caribbean and the world, share of total companies (percentage), 2013

Level of management	Proportion of positions filled by women	Companies in Latin America and the Caribbean	Global companies
Supervisory or junior level of management	No women	33	10
	Less than 30% women	57	61
	Women are 41–50%	9	13
Middle management level	No women	20	10
	Less than 30% women	54	62
	Women are 41–50%	14	15
Senior management level	No women	14	21
	Less than 30% women	56	71
	Women are 41–50%	15	10
Top executive level	No women	32	34
	Less than 30% women	57	74
	Women are 41–50%	7	8

Note: Latin America and the Caribbean data include responses of 63 companies in Argentina, Costa Rica, Ecuador, Honduras, Jamaica, Nicaragua, Paraguay, Uruguay and the Bolivarian Republic of Venezuela. Global data include responses of over 1,300 companies in 39 countries.

Source: ILO Company Survey, 2013.

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# Issues preventing Women from Thriving in Entrepreneurship & Traditional Employment

Prevalence of economic abusive acts by partners, as reported by ever-partnered women, Jamaica, 2016

		Economic violence										
		Prohibits her from earning money		Takes away her earnings or savings		Refuses to give her money		Lifetime economic violence				Ever-partnered
		%	Number	%	Number	%	Number	%	Number	%	Number	Number
Urban/Rural	Total	3.0	29	.8	8	6.0	59	8.5	83	91.5	893	976
	Urban	2.5	13	1.1	6	5.6	30	7.9	43	92.1	499	542
	Rural	3.7	16	.4	2	6.5	28	9.3	41	90.7	394	434
Respondent age	15-19	1.4	1			6.0	4	6.0	4	94.0	56	60
	20-24	2.5	2			6.2	6	8.7	8	91.3	85	93
	25-29	1.8	2	1.6	2	8.4	10	9.2	11	90.8	107	118
	30-34	.9	1			1.8	2	2.7	3	97.3	106	109
	35-39	3.0	3	1.0	1	3.6	4	7.6	8	92.4	100	108
	40-44	4.8	6			3.3	4	7.1	9	92.9	118	127
	45-49	2.6	3	1.0	1	4.1	5	6.8	7	93.2	102	109
	50-54	6.0	7	1.9	2	9.1	10	13.4	15	86.6	96	111
	55-59	3.6	3	1.4	1	12.7	9	15.3	11	84.7	60	71
	60-64	2.3	2	1.1	1	8.1	6	10.4	7	89.6	63	70
Education of respondent	No/primary	1.1	1	2.4	2	8.4	6	10.5	8	89.5	67	75
	Secondary	3.6	22	.9	5	6.6	41	9.3	57	90.7	557	614
	Vocational	2.8	4			5.5	7	8.3	11	91.7	120	130
	Higher	1.3	2			2.2	3	3.4	5	96.6	135	139

Source: Jamaica Women's Health Survey 2016

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# Issues preventing Women from Thriving in Entrepreneurship & Traditional Employment



## Culture:

My negative & positive experiences as a Candidate for Chairperson of an International Organization drastically changed my perspective on the importance of prioritizing Women's Leadership and overcoming the crucial hurdle of culture

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# Research Supporting Women's Pursuit of Positions of Power

- Morgan Stanley Capital International (MSCI) Environmental Social and Governance Research 2015 analysed companies in the MSCI World Index and found those with strong female leadership generated a return on equity of 10.1 per cent per year versus 7.4 per cent for those without such leadership (MSCI, 2015).
- It also found that companies lacking board diversity suffered more governance-related controversies than companies with gender diversity among board members.

# Research Supporting Women's Pursuit of Positions of Power

- Results from a 2010 global survey revealed that 72 per cent of 1,814 executives believed that there was a direct connection between gender diversity in leadership positions and their companies' financial success (McKinsey & Company, 2010).
- Among the interviewed executives, the shares of women and men that reported a direct connection between gender and financial gains were 85 per cent and 58 per cent, respectively.

# Research Supporting Women's Pursuit of Positions of Power

- There is a correlation between the lack of diversity in leadership and corruption according to a cross-country analysis of over 125 countries by Journal of Economic Behavior & Organization which showed that corruption is lower in countries where a greater share of parliamentarians are women.

# Solution: Transformational Leadership As a Tool for Securing Diversity

- Builds Confidence (what's the point of increasing opportunities or creating studies that promote diversity if women are not confident enough to position themselves as viable Candidates?)
- Clearly communicate Your Value
- Increased productivity & efficiency
- Emphasis on creating other leaders rather than merely imposing authority
- Creating Team buy-in through building relationships
- Emotional Intelligence it is believed women possess naturally

# Solution: Hold Political Parties Accountable

- Political parties need to actively promote equal representation and participation of women in their leading bodies in order to enable women to contribute meaningfully to political processes. Parties should consider and pursue mechanisms to recruit, train, and finance women to be candidates for public office.

# Considerations Around Youth (Un) Employment

Table A3.1 Regional YDI indicator scores, 2015 (continued)

Indicator	Asia-Pacific estimates	Central America and Caribbean estimates	Europe estimates	MENA estimates	North America estimates	Russia and Eurasia estimates	South America estimates	South Asia estimates	Sub-Saharan Africa estimates	Global estimates	What does it mean for youth?
Voiced opinion to official	15%	21%	19%	14%	22%	10%	17%	16%	19%	17%	Russia and Eurasian youth are the least likely to have voiced an opinion to an official; North American youth are the most likely.
Volunteered time	26%	29%	21%	15%	43%	23%	16%	22%	18%	21%	Youth from MENA and South Asia are least likely to volunteer time and those from North America the most likely.
Existence of voter education	0.4	0.7	0.5	0.3	0.8	0.4	0.9	0.6	0.5	0.5	South America has the highest level of voter education while MENA has the least.
Youth mortality rate	120 per 100,000 youth	121 per 100,000 youth	52 per 100,000 youth	77 per 100,000 youth	61 per 100,000 youth	131 per 100,000 youth	126 per 100,000 youth	149 per 100,000 youth	298 per 100,000 youth	149 per 100,000 youth	Europe and North America have the lowest rates of youth mortality while Sub-Saharan Africa has the highest by far.
Ratio of youth unemployment rate to adult unemployment rate	4:1	3:1	3:1	4:1	3:1	3:1	3:1	4:1	2:1	3:1	Youth in Asia-Pacific, MENA and South Asia are four times more likely to be unemployed than the adult population.

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Source: Youth Development Index, 2016



## Solution: Promote Entrepreneurship as a Viable Option to Women & Youth

- The 2016 Youth Development Index proposed that the most consistent benefit for youth employment comes from programs that support entrepreneurship & self employment. Entrepreneurship is the only mechanism that will guarantee an increase in the number of young people that find employment.
- Encourage students to engage in programs such as Junior Achievement
- Remove Make information accessible to persons without instant access to the internet
- Remove assumptions about what an individual 'should know'

## **Solution: Promote Entrepreneurship as a Viable Option to Women & Youth**

- Roll out national financial literacy and money management programs in schools and the public
- Build confidence in management of affairs
- Public Campaigns to explain the regulatory framework that guides business in the jurisdiction

## Solution: Always Consider Culture & the Vernacular of the Average Citizen

- Societal Expectations regarding what makes a woman ‘woman’.
- Always use language that speaks to someone who acquired up to basic secondary education proficiency or lower.
- Communicating Opportunities that Exist how they may be accessed (There is still a Challenge regarding access to information especially inner-city and rural women).

## Other Areas Governments Should have a Vested Interest In

- Accessibility of Business Development Services and Coaching and Mentoring Services accessible to aspiring entrepreneurs (Example: Development Bank of Jamaica Voucher for Technical Assistance)
- Salary and wage Negotiation know-how to build the wage gap (Example: Washington D.C. City Council Salary Negotiations Workshops for Women)

# Thank You for your Attention!

Contact me at [Sophia@sophiabryan.com](mailto:Sophia@sophiabryan.com) and let's continue the conversation on social media.

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