Title: Women Empowerment through ICTS
Theme: Development, Innovation, and Economic Issues.
Subtheme: Internet for Development and Sustainable Development Goals for Women
Title: Women Empowerment through ICTS

3 key messages

1) ICT matters for gender equality.

2) Gender equality requires ending discrimination, violence, and harmful practices against women and children.

3) These are complex problems that need multi-stakeholder collaboration.
ACCESS TO TECHNOLOGY ➔ GENDER EQUALITY

Technology reflects the people who make it...

Currently, most technology is designed by men.

Women have less access to technology

In 2013, the gap between men & women's access to internet was 200 million. By 2016, it’s estimated to be 350 million — that’s almost a two-fold increase in only 3 years!

In many parts of the world, women are 21% less likely to own a mobile phone.

Source: http://ignite.globalfundforwomen.org/gallery/infographic-how-does-access-technology-lead-gender-equality
ACCESS TO TECHNOLOGY ➔ GENDER EQUALITY

WOMEN HAVE THE IDEAS BUT NOT THE OPPORTUNITIES TO SHAPE TECHNOLOGY

IN SCHOOL:

- High School Studies
- Undergraduates
- Advance Degrees

IN A 2013 STUDY, 15-YEAR OLD GIRLS GLOBALY OUTPERFORM BOYS IN SCIENCE & MATH EXCEPT IN THE US, BRITAIN & CANADA.

AT WORK:

- Women make up 10% of internet entrepreneurs around the world

GLOBALLY 21% OF RESEARCHERS IN ENGINEERING, PHYSICS & COMPUTER SCIENCE FIELDS ARE WOMEN (COMPARED WITH 79% MEN).

IN LEADERSHIP:

- Only 3 Fortune 500 technology companies are led by women

WOMEN’S IDEAS & BUSINESSES RECEIVE LESS START-UP INVESTMENT & VENTURE CAPITAL.

IF CURRENT TRENDS CONTINUE, BY 2040, 1% OF THE TECHNOLOGY SECTOR WILL BE WOMEN.
Teams that include women are smarter, faster & more innovative

21% greater ROI
("Return on Investment"

Women-led technology companies +
Men-led

= Boost GDP by 18 billion
("Gross Domestic Product in US Dollars"

"Whatever the question, women are part of the answer" — Gloria Steinem

Increased participation has always been the answer to inequality. By removing barriers to women and girls’ access to technology, we enable the creativity, innovation, connection and ideas necessary to move us towards a just and equitable future.

Source:
http://ignite.globalfundforwomen.org/gallery/infographic-how-does-access-technology-lead-gender-equality
Goal 5 Targets (First 3)

- End all forms of discrimination against all women and girls everywhere

- Eliminate all forms of violence against all women (VAW) and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

- Eliminate all harmful practices, such as early and forced marriage and female genital mutilation
Women are NOT a homogenous group and may not experience discrimination in the same way. They may face multiple and intersecting forms of discrimination based on, for instance:
Roughly four-in-ten working women say they’ve experienced gender discrimination at work

<table>
<thead>
<tr>
<th>Ever experienced any of these types of discrimination at work</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earned less than a woman/man doing same job</td>
<td>5</td>
<td>25</td>
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<tr>
<td>Were treated as if they were not competent</td>
<td>6</td>
<td>23</td>
</tr>
<tr>
<td>Experienced repeated, small slights at work</td>
<td>5</td>
<td>16</td>
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<tr>
<td>Received less support from senior leaders than a woman/man doing same job</td>
<td>7</td>
<td>15</td>
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<tr>
<td>Been passed over for the most important assignments</td>
<td>5</td>
<td>10</td>
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<tr>
<td>Felt isolated in the workplace</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Been denied a promotion</td>
<td>5</td>
<td>7</td>
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<tr>
<td>Been turned down for a job</td>
<td>4</td>
<td>7</td>
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</table>

PEW RESEARCH CENTER
Violence against women

Violence against women is a form of discrimination, directed against a woman because she is a woman or that affects women disproportionately. This violence seriously inhibits women’s ability to enjoy their human rights and freedoms on a basis of equality with men.

ECOSOC Committee General Recommendation (No.19 para 8)

Did you know?

Violence against women can be physical, sexual, psychological or economic, and can occur in the family, the community, and/or be perpetrated by the state.

About 1 in 3 Caribbean women are victims of intimate partner violence
Abusers are usually men and the victims are usually women and girls
Women are more likely to be harassed, assaulted and killed
Violence against women can happen regardless of socio-economic status, religion or ethnicity.

Major Challenges

Empowering Women
Improving Data
Reinforcing national capacity

Systematic data collection and analysis on violence, that is broken down by age, sex and type of offence, remains insufficient in the Caribbean region.

Victims of gender-based violence often face obstacles to claim their rights and seek redress.

Limited institutional, human and financial capacity and coordination among national mechanisms lead to inadequate responses to victims in need of protection.

Recommendations

- Report and implement international and regional human rights standards in order to ensure that all women and girls in the Caribbean are able to exercise and enjoy the full spectrum of human rights.
- Strengthen collaboration among stakeholders, including Government, Civil Society, Private Sector and the United Nations in the field of sexual and reproductive health.
- Conduct systematic and regular data collection and analysis, disaggregated by gender, age, location, disability, ethnicity, types of offences against women and girls, in compliance with international standards on data protection and the right to privacy.
- Develop public information campaigns and raise awareness with education and training programmes for national and local authorities, the police, judiciary, social services, the mass media, civil society organisations and women and girls themselves.


Icon made by Freepik
CHILD MARRIAGE

5 GENDER EQUALITY


CHILD MARRIAGE REDUCES OPPORTUNITIES

Child marriage is likely the cause of 3 in 4 girls having children before the age of 18.

Child marriage greatly reduces the likelihood of girls completing secondary school.

Child marriage reduces the future earnings of child brides by 9%.

Child brides may have less decision-making ability in the household and face higher risks of violence.
# Gender Equality and Women’s Empowerment

## Illustrative Solutions to Problems

<table>
<thead>
<tr>
<th>PROBLEMS</th>
<th>POLICY</th>
<th>PROGRAMS ACTIVITIES</th>
<th>USE OF ICTS</th>
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</thead>
<tbody>
<tr>
<td>Discrimination against women</td>
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<tr>
<td>Violence against Women and Children</td>
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<tr>
<td>Harmful Practices against children</td>
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</table>
## GENDER EQUALITY AND WOMEN’S EMPOWERMENT - AFGHANISTAN

<table>
<thead>
<tr>
<th>Afghanistan</th>
<th>ILLUSTRATIVE SOLUTIONS</th>
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<tbody>
<tr>
<td></td>
<td>PROBLEMS</td>
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<tr>
<td>Violence against Women and Children</td>
<td>Domestic violence</td>
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<td>PROBLEMS</td>
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TECHWOMEN.ASIA

- Empowerment of women and girls
- Digital skills
- Mentorship programme
- Leadership and business skills
## GENDER EQUALITY AND WOMEN’S EMPOWERMENT: THE CASE OF THE PHILIPPINES

<table>
<thead>
<tr>
<th>PROBLEMS</th>
<th>POLICY</th>
<th>PROGRAMS ACTIVITIES</th>
<th>USE OF ICTS</th>
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</thead>
<tbody>
<tr>
<td>Discrimination</td>
<td>SB 948</td>
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<tr>
<td>Violence against Women</td>
<td>OFW</td>
<td>Anti-Trafficking in Persons Act of 2003</td>
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<tr>
<td>Harmful practices, forced &amp; early marriage</td>
<td>Code of Muslim Personal Laws (age 15)</td>
<td>Special protection of Children Against Child Abuse, Exploitation &amp; Discrimination Declare the Act of Child Marriage</td>
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</table>
# Overview of Potential Measures to Improve Gender Equality

**Source:** McKinsey Global Institute (2018)

## Measures are primarily:
- Government-driven
- Company-driven

## Overarching priorities for action:
- P: Raise female participation in quality jobs
- L: Lift female leadership representation
- DF: Improve digital and financial inclusion
- A: Shift attitudes on gender roles

## Philippines

<table>
<thead>
<tr>
<th>Measure</th>
<th>P</th>
<th>L</th>
<th>DF</th>
<th>A</th>
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<tbody>
<tr>
<td>Increase access and equal provision of family-friendly policies in the workplace</td>
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<td>Mandate gender-equal provision of parental leave</td>
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<td>Increase flexible work options and part-time options for all workers</td>
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<tr>
<td>Increase access to employer-assisted or employer-provided childcare options</td>
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<tr>
<td>Introduce policies and programmes to improve gender balance in male-dominated industries</td>
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<tr>
<td>Revise elementary school curriculum to remove gender biases</td>
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<tr>
<td>Develop mentorship programmes to encourage women to pursue careers in male-dominated industries</td>
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<td>Strengthen economic incentives for women to remain in the workplace</td>
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<td>Improve on equal remuneration clause for men and women</td>
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<tr>
<td>Audit employee pay to identify gender wage gaps in similar roles</td>
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<tr>
<td>Reduce barriers to labour-force participation for young mothers and single parents</td>
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<tr>
<td>Improve childcare support for single parents and young mothers</td>
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<tr>
<td>Provide employment and education support programmes for young mothers</td>
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<tr>
<td>Use financial products and services to increase economic empowerment for less-educated women</td>
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<tr>
<td>Scale up existing measures targeting unbanked areas to expand women’s financial inclusion</td>
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<tr>
<td>Provide adjacent services to improve financial access for women farmers and microentrepreneurs</td>
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<tr>
<td>Accelerate implementation of programmes to improve maternal health in rural and isolated areas</td>
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<tr>
<td>Improve access to maternal healthcare and information for women in rural areas</td>
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<tr>
<td>Engage local government units in tracking health outcomes of expectant mothers</td>
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</table>
18 things that we (multiple stakeholders) can do to help end VAW

**Woman/Girl**

1. Empower yourself. Know your rights and available courses of actions in case these rights are violated.

2. Speak out and report to the authorities in case your rights are violated.

3. Encourage others to fight for their rights.

**Man/Boy**

4. Respect women and girls in your home, workplace, and community.

5. Join male groups promoting Anti-VAW efforts and participate in discussions to broaden your awareness on the advocacy.

6. Enlighten/advise perpetrators to seek help and join the male Anti-VAW supporters.

**Government agency**

7. Equip yourselves with apt trainings and capacity development sessions to improve service delivery for your clients.

8. Develop monitoring and evaluation strategy to assess the service to your clients supporters.

9. Let people know that you provide the services! We need to inform the public that there are government offices that they can turn to and trust to assist them towards healing and seeking justice.

**Barangay (smallest unit of local government)**

10. Ensure that your Barangay VAW Desk is functional. You can use the Barangay VAW Desk Handbook developed by PCW and DILG with partner agencies to guide you on what to do.

11. Establish linkages with local and national government agencies, as well as other organizations near your barangay where you can refer victim-survivors of VAW for needed assistance which the barangay is not able to provide.

12. Promote harmonious family and community relationships in your barangay which is grounded on mutual respect for human rights, and take proactive steps to attain a VAW-free community.

**Private sector**

13. Support the Anti-VAW efforts of the government and your immediate community.

14. Establish your own Action Desks where employees and clients can go to in case VAW happens.

15. Develop internal rules to proactively ensure that your workplace is VAW-free.

**Academe/training institutions**

16. Include concepts of VAW and women's human rights in lesson plans/lesson guides of your teaching staff.

17. Continually conduct/spearhead anti-VAW advocacies in your campus, and if possible, to your immediate community through extension programs.

18. Setup a Committee on Decorum and Investigation (CODI) where students and employees can seek help.
HUMAN TRAFFICKING

Estimated 60,000 to 100,000 children in the Philippines are involved in prostitution rings, with the highest incidence being in tourist areas.
EARLY MARRIAGE

Save the Children: Filipino girls are “at least seven times more likely to be married if they are poor than if they come from the richest families,” and that child marriage generally tends to be more prevalent in rural than urban areas.

According to the 2013 National Demographic and Health Survey, 15 percent of young adult Filipino women aged 20 to 24 had their first marriage or began living with their first spouse or partner by age 18.

STRATEGIES TO PREVENT OR DELAY MARRIAGE

Empowering girls with information, skills, and support networks;
Educating and mobilizing parents and community members;
Enhancing the accessibility and quality of formal schooling for girls;
Offering economic support and incentives for girls and their families; and
Fostering an enabling legal and policy framework.

Interventions that promote education, like “cash transfers, school vouchers, free school uniforms, reductions in school fees, teacher training, and life skills curricula” are also likely to help.
Microsoft efforts and technologies now being applied to combat trafficking include: Check out https://news.microsoft.com/apac/2015/06/22/fighting-human-trafficking-with-technology/

Microsoft Digital Crimes Unit (DCU). This organization of attorneys, investigators, forensic analysts, and business professionals in 30 countries around the world assist law enforcement in combatting all types of cybercrime to help create a safer digital world.

PhotoDNA. This product creates a unique fingerprint-like signature for images that can be used to better identify child pornography online and has been donated to Interpol for its International Child Sexual Exploitation (ICSE) database.

Child Exploitation Tracking System (CETS). A software-based solution, developed in collaboration with Canadian law enforcement, which manages and links child protection cases across jurisdictional boundaries worldwide.

Computer Online Forensic Evidence Extractor (COFEE). This kit helps computer forensic investigators extract digital evidence from any computer using a Windows operating system.

Guardian App. This app leverages mobile technology to provide real time tracking, two-way communication and enhanced situational awareness for those at risk, their families and law enforcement.

CHILD MARRIAGE

The United Nations Convention on the Rights of the Child declared a child to be anyone under 18 years old.

http://www2.unwomen.org/-/media/field%20office%20americas/documentos/publicaciones/2017/10/20170927_cedaw_ict.pdf?la=en&vs=33


Save the Children’s Ishraq programme, which prepares girls in Upper Egypt for re-entry into formal schooling using group-based programming

BRAC’s Social and Financial Empowerment for Adolescents (SoFEA) programme, which provides social and economic development opportunities for girls in Bangladesh using peer-led, group-based programming;

Pathfinder International’s PRACHAR, a comprehensive behaviour change programme in northern India, which included a 3-day reproductive health training for adolescent girls and boys; and

CARE Ethiopia’s Towards Economic and Sexual/Reproductive Health for Adolescent Girls (TESFA) programme, which promoted sexual and reproductive health and economic empowerment for married adolescent girls in Amhara, Ethiopia using group-based programming and community mobilisation activities.