



1st International  
**congress** of **WOMEN**  
and **BUSINESS**

*Congrés internacional de Dona i Empresa*

*Congreso internacional de Mujer y Empresa*

*Congrès international de Femme et Entreprise*

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## Conclusions



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## Conclusions



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# 1. Data sheet

## Seminar

1st International Congress Women and Business

## Key topics

Pay gap, Empowerment, Internationalisation and Innovation

## Organisers

PIMEC - PIMEC Women and Enterprise Commission

## Dates

20-21 November 2018

## Place

Barcelona, Palau de Pedralbes

## No. participants

Over 230 people, including over 130 female and male entrepreneurs representatives of 13 women's associations and the different social partners in Catalonia.

## No. continents

3 (Europe, America and Africa)





## 2. Pay gap

### 1. Conceptual framework:

**The pay gap is an indicator that measures wage inequality between men and women.**

The pay gap is defined as the additional percentage earned by men over women, i.e., the result of dividing men's earnings by women's earnings. This indicator can be calculated in different ways depending on the income data used, thereby attaining different results.

- The basic pay gap is calculated based on the median gross hourly earnings in the same job done by men and women.
- The total pay gap is based on median annual earnings. This includes: hourly earnings, unpaid hours worked and circumstances such as leave for time spent with the family (usually taken by women).

Therefore, the nature of the pay gap is complex in itself, as the different types of leave and other factors such as promotion that have a negative effect on the total calculation of women's salaries must also be considered.

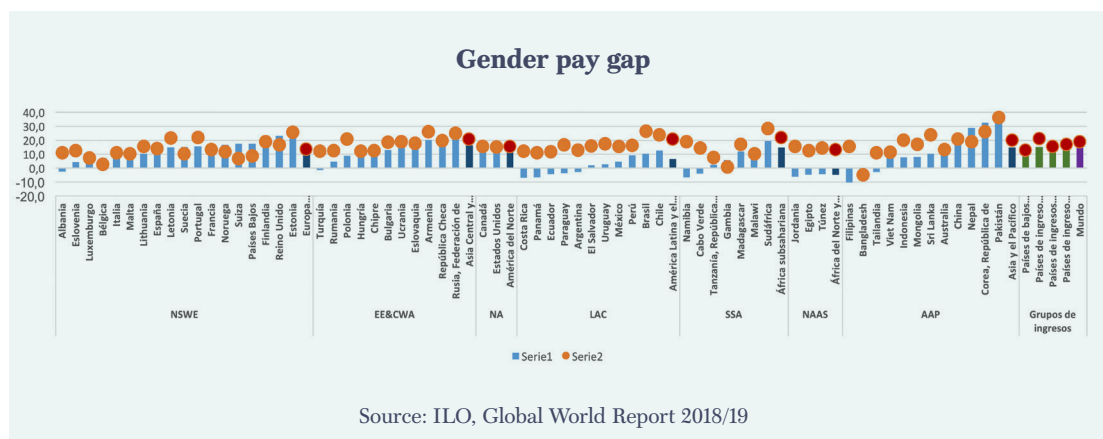
The consequences of this inequality go far beyond the economic remuneration in the short term, which is usually reflected by this indicator. The gender pay gap is a more complex phenomenon, resulting in a set of effects in the mid/long term, such as the difficulties of establishing professional careers, lower Social Security benefits and greater exposure to the risk of poverty.

Dealing with the pay gap implies confronting a multifactor phenomenon that includes education, stereotypes, direct or indirect discrimination, vertical and horizontal segregation (types of posts and professional sector) and the structural and institutional factors that cause de facto inequalities, such as undervaluation of women's work and the lack of co-ownership, among others.

Worldwide, the unadjusted gender pay gap (calculated as median hourly earnings of male and female workers in 73 countries) is 16%. If we use adjusted median wage (salary/month), the pay gap at world level is 22%<sup>1</sup>. According to the aforementioned source, the gender pay gap in the EU is 16.2% (the adjusted pay gap is 13.3%).

<sup>1</sup> ILO. Global Wage Report 2018/19. 2016 data or the most recent available.





In accordance with all the data for all continents, the pay gap rises with age and with the seniority of workers and is attributed to men's greater work mobility (seeking better paid jobs or improving their options).

In summary, the pay gap is a multidimensional and complex phenomenon that varies greatly according to context, with important consequences. Therefore, it is essential for the business environment to be aware of its impact on female workers and to identify the possible causes and determining factors that lead to this situation.



## 2. Observations and actions undertaken to date:

- The **United Nations** establishes as a target “By 2030 (to achieve) [...] equal pay for work of equal value”, goal 8.5 of the Sustainable Development Goals (SDG 8).
- The **International Labour Organization (ILO)** provides for:
  - “Recognition of the principle of equal remuneration for work of equal value”, Preamble to the ILO Constitution, 1919.
  - “Ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value”, Equal Remuneration Convention (No. 100) 1951.
  - Prohibition of the establishment of “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation”, Convention concerning Discrimination in Respect of Employment and Occupation (No. 111) 1958.
- The **European Union** establishes:
  - Equal pay for equal work as a fundamental principal, Treaty of Rome, Art. 119 (later Art. 141).
  - “Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value”, Treaty on the Functioning of the European Union, Art 157.
  - “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex”, Charter of Fundamental Rights of the European Union, Art. 23.
  - EU Directive 75/117/EEC (Equal Pay).
- The Equal Pay International Coalition (EPIC) has recently been launched as a joint initiative of the ILO, UN Women and the OECD with the objective of achieving equal pay between men and women. This coalition demands coordinated and specific action and argues that the pace of action to date is too slow.
- Given that it is still early to assess the results, pay transparency is beginning to be demanded and/or applied in different areas and countries.<sup>2</sup> Some sources report the advantages experienced by enterprises that openly publish the pay of all their workers in addition to other information about benefits or agreements that might exist between the company and employees (leave, work hours, etc.). Other sources note that publishing this data should bring about changes in those companies where the pay system is unjust or unjustified because they feel ashamed<sup>3</sup>.

<sup>2</sup> Dromey J Rankin L. The Fair Pay Report. How pay transparency can help tackle inequalities. Institute for Public Policy Research. 2018 <https://www.ippr.org/research/publications/the-fair-pay-report>

<sup>3</sup> Alderman L. Britain Aims to Close the Gender Pay Gap with Transparency and Shame. *The New York Times*. April 2018. <https://www.nytimes.com/2018/04/04/business/britain-gender-pay-gap.html>



### 3. We propose the following actions:

- \* **Design a Salary Transparency System (STS)** as an instrument or set of instruments that include the elements needed to provide real information about workers' pay, establish reliable comparisons and assess adhesion to the equality directives /regulations concerning male and female workers.

The salary transparency system and the instruments it comprises must be able to objectively reflect other indicators directly related to pay and the achievement of goals,<sup>4</sup> and adapt to the different realities of countries, industrial sectors and types of work.

- \* **Implement the Salary Transparency System** making enterprises aware of the advantages of identifying the possible existence of a pay gap in their organisations, as well as the need to implement transparency policies in relation to pay.

Enterprises must analyse their pay situation and notify the results within the STS. The obligation to publish information related to gender pay inequalities has been implemented in countries such as Germany, the United Kingdom, Iceland, Belgium, Australia and Austria.

- \* **Incorporate the European STS as a priority research line of the European Union, within the calls of the current programme 2014-2021.**

- \* **Involve other official international bodies** (similar to EPIC) with powers and responsibilities in the area so they can deal with the measure and support the design, development and implementation of the STS.

### 4. The monitoring indicators of the proposals are:

- Number of policy actions carried out to design and/or implement an STS from 2019 until the preparation of the results report in 2021.
- Number of STS proposals (and instruments) by organisation (universities, research institutes, enterprises, governments, etc.) designed and implemented, published or presented publicly in 2019, 2020 and 2021.
- Number of calls that have included as a priority research line the design of a Salary Transparency System at European level, until the preparation of the results report in 2021

### 5. Budget:

- 4-5 million euros: design, testing and implementation of the STS
- 2-3 million euros: networking and monitoring of the STS designed





## 3. Empowerment

### 1. Conceptual framework:

**Empowerment is the capacity of people in vulnerable situations to achieve a transformation, cease to be the object of others, and manage to be the protagonists of their own story and life.**

Patriarchal societies are based on an ideology that perpetuates social inequality. Girls' and women's awareness of this discrimination and subordination is a challenge to this ideology and the preliminary step to transforming the structures that sustain it. The development of political awareness is crucial in the process of empowering women until inequality is truly overcome.

Empowerment means that women access power and acquire confidence in themselves to have autonomy over their lives and escape the control of the limited roles imposed on them by society. It means, in short, not allowing domination of others but having access to resources, skills and awareness to put an end to the situation of inequality in which we live.

Our society cannot allow female talent to be wasted. And not only because of the economic investment made in women's education but also because failing to exploit female potential in the job market means wasting their many skills and their way of dealing with the problems we face today.

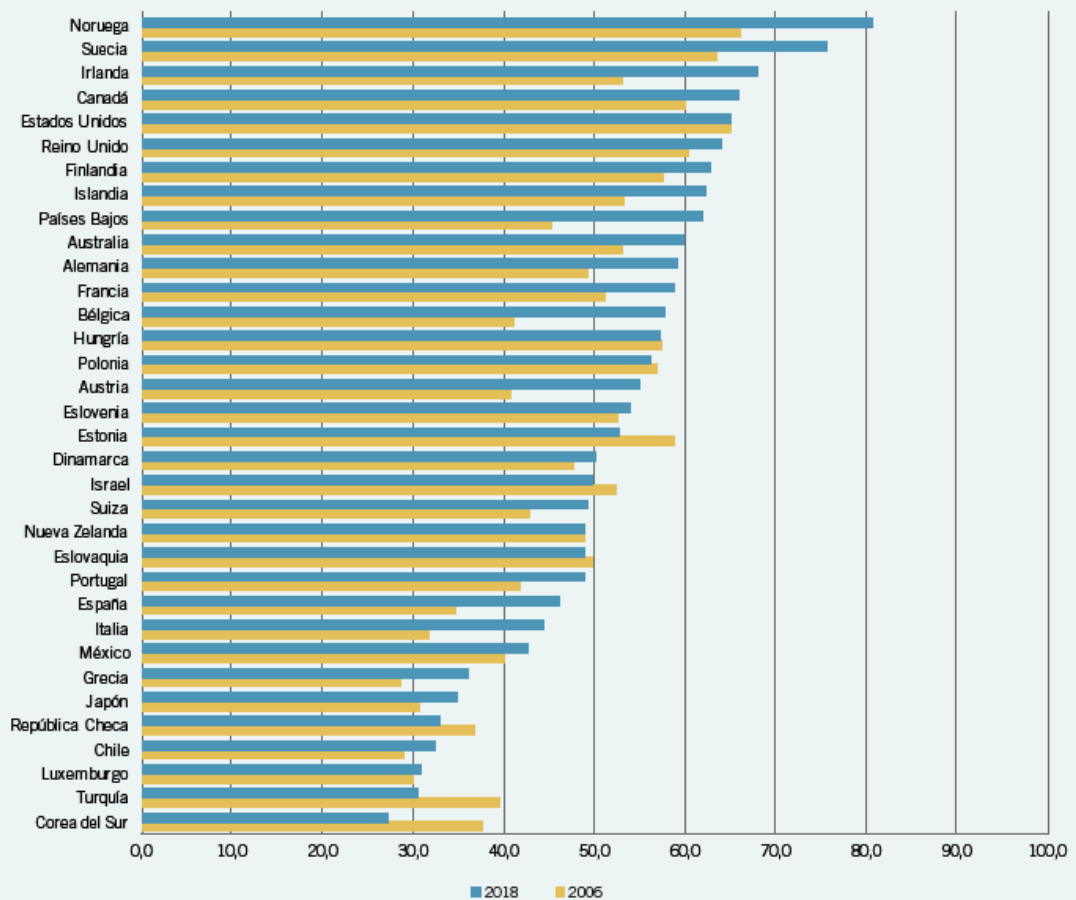
The number of female managers at world level from 2006 to 2018 has only increased from 4.4% to 4.5% according to the *Índice I-Wil 2018 (IESE - Women in Leadership)*<sup>5</sup>. The study also highlights that the country with most equality between female and male managers is the United States with 16.9% and 14.5% respectively. The 4 countries with most female board members are Iceland (44%), Norway (41%), France (37%) and Sweden (35%). Next we present the data at world level of the evolution of business leadership (2006-2018).

<sup>5</sup> Index available at: [https://media.iese.edu/upload/AFEstudiolIndiceIWilBAJA\\_1.pdf](https://media.iese.edu/upload/AFEstudiolIndiceIWilBAJA_1.pdf);

index summary available at: <https://blog.iese.edu/nuriachinchilla/files/2018/05/I-Wil-09-mayo-PPT-Índice.pdf>



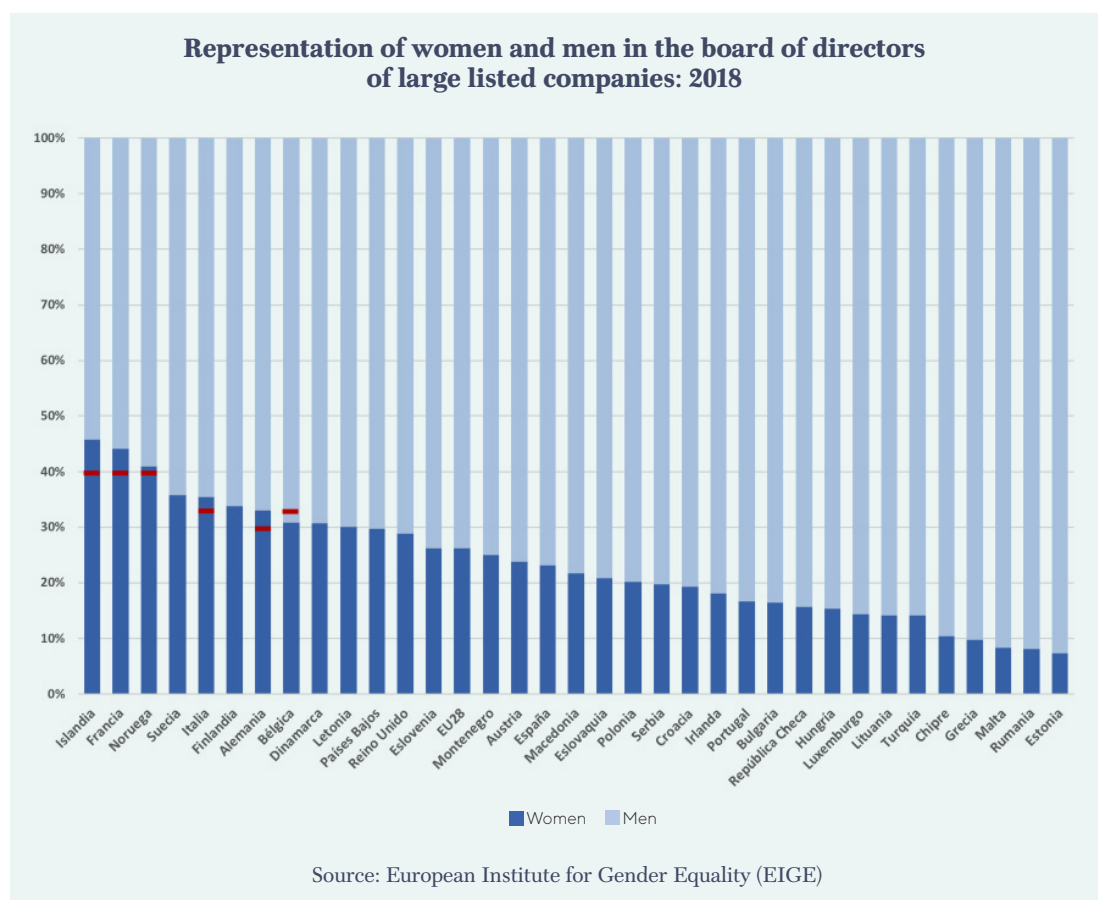
**Evolution of business leadership (2006-2018)**



Source: IESE Business School. Índice I-Will 2018



The representation of women and men on the boards of directors of big publicly listed companies in Europe in 2018 is as follows:





The presence of a higher number of women in the business sector and at all levels of power (or business feminisation) is a struggle for business efficiency, and not only a struggle for gender equality. Christine Lagarde, Managing Director of the International Monetary Fund (IMF), was the first to confirm this in 2013. An increase in the rate of female activity would benefit everyone in many ways. For example, if the number of women working at the same level as men in the United Arab Emirates rose, the GDP would rise by 12%; in Japan by 9% and in the US by 5%.

The consultancy McKinsey showed in 2007 that women represent over 50% of the world's population yet contribute only 37% of world GDP. A rise in women's participation in the workforce would contribute 12 billion dollars to global growth in 2025.

Moreover, the latest study by this consultancy notes that enterprises with women on the boards of directors have 47% more return on capital.

It is important for men and women to understand why balanced leadership, in terms of gender, is always positive.

## **2. Observations and actions undertaken to date:**

- The lack of initiatives in most regions in the world.
- It is an issue largely ignored in academic and research fields.
- In 2010 the European Commission adopted the Strategy for Equality between Men and Women 2010–2015, and one of its key actions was to “monitor progress towards the aim of 40% of members of one sex in committees and exports groups established by the Commission” (European Commission, 2011).
- In November 2012 the European Commission proposed a Directive to establish a minimum objective for 2020 of 40% of non-executive board members of the under-represented sex in publicly listed companies in Europe.
- Some EU states apply so-called positive discrimination in favour of female candidates as long as a criterion of equality or equivalence in recruiting is used. We have experiences of EU countries, such as Germany, that have promoted quotas and in three years have increased the number of women in senior positions by 9%. Something similar has happened in France. Norway, a pioneer in the introduction of quotas for women with an obligatory 40% since 2003, argues that the introduction of quotas creates more motivation for women to apply for certain senior positions and helps improve their performance in the company, dispelling the idea of the risk that men are replaced by less qualified and trained women.



### 3. We propose the following actions:

- \* **Establish quota systems in the governing bodies of companies** with the aim of ensuring a presence of women and men whereby neither sex exceeds 60% of the total number of people or is below 40%, and tends to achieve 50% of each sex. There is a glass ceiling that hinders women's access to the highest posts in organisations. The measure is aimed at ensuring that women can access certain positions in which they have a lower presence than men (boards of directors, managerial positions, among others). Therefore, some countries like France, Italy and Iceland have established quota systems of female participation in the management bodies of enterprises.
- \* **Analyse the results in the countries that have implemented the system to create the good practice prior to its implementation.**
- \* **Urge the European Parliament to commission a study on the analysis of the system** that enables its regularisation to be approached based on technical and scientific results.
- \* Design **mentoring programmes at global level** to encourage the presence of women in management posts, creating funding lines for organisations, institutions and private entities.

### 4. The monitoring indicators of the proposals are.

- The quota systems implemented in 2 years until the preparation of the results report in 2021.
- Number of countries analysed that have implemented the system to identify the good practices for the report in 2021.
- Number of mentoring actions and programmes underway from 2019 until 2021 when the results report is completed.
- Policy actions at national and European level undertaken to promote the quota systems implemented from 2019 until the preparation of the results report in 2021.
- Number of stakeholders that have participated in the study undertaken to identify the good practices for the report in 2021.

### 5. Budget:

- 3-4 million euros, to undertake the study of the results obtained in the countries that have implemented the quota system
- 2-3 million euros, for the design of mentoring programmes at global level



## 4. Internationalisation

### 1. Conceptual framework:

Business internationalisation is the process through which the company creates the conditions necessary to enter the international market. It does so to be well-established in the economy of these countries; it is not about having an occasional presence in another country. Thus, it is a long-term process, with key stages and a well-defined strategic plan.

Despite the winds favourable to protectionism blowing in the first economy of the world, the USA, and shared by other advanced and emerging countries, international trade grew by 10.4% in 2017. The annual trade level in 2017 was 27% higher than a decade earlier, despite the difficult years of crisis.

The following graph shows the evolution of the value of world trade, with the major slump in the years 2008 and 2011-12, as a result of the macroeconomic crisis and the global financial instability.







Women-owned enterprises have a very modest participation in the aforementioned international trade, as revealed by the data. Thus, it is clear that the participation of women-run enterprises in world trade is far below their significance at business level, which in its turn is still too low. Female entrepreneurs are therefore facing an urgent need to internationalise their businesses.

According to some estimates, female-owned enterprises have a world trade share of around 11%. <sup>7</sup>This figure contrasts with the percentage of women-owned enterprises at a world level, which is estimated at around 30–35%, according to the same source. Only one out of five exporting enterprises is led by female entrepreneurs.

According to the Global Entrepreneurship Monitor 2016 (GEM),<sup>8</sup> women start up businesses in the wholesale and retail sectors (26% women vs. 17% men), health, education, government organisations and social services (21% women vs. 12% men). Nevertheless, the number of women entrepreneurs who export over 25% of their volume is lower than that of male entrepreneurs (8% women vs. 14% men).

Business internationalisation is a key element in the success of any enterprise, although the type of product or service offered by the business can often limit its international potential. Internationalisation not only enables access to new markets and consequently increases sales but also allows access to innovation, technology and talent in an increasingly globalised world.

Many studies have analysed the relation between gender and enterprise. A recent article mentioned over 200 studies on issues related to gender and entrepreneurship and gender and internationalisation<sup>9</sup>. Canada has been one of the countries with more studies in this field, with quite revealing conclusions, notably the research by Prof. Barbara Orser.<sup>10</sup> In general, the conclusions in the international field reveal a lower tendency of female entrepreneurs for several reasons:

- Social restrictions in some countries and environments, which play against women's entrepreneurial role and their possibility to travel.
- Family conciliation. In the development of the internationalisation strategy, the loss of personal life to professional advancement prevails.
- Greater difficulties in accessing funding.
- Smaller size of enterprises.
- Women are less visible on the networks, less present in professional events, are less active in the international professional and business networks (international organisations, chambers of commerce, employers' associations, etc.).

<sup>7</sup> Centre for International Governance Innovation (2028). Reshaping Trade through Women's Economic Empowerment.

<sup>8</sup> <https://www.gemconsortium.org/report/49812>

<sup>9</sup> Ratten, V., & Tajeddini, K. (2018). Women's entrepreneurship and internationalization: patterns and trends. *International Journal of Sociology and Social Policy*.

<sup>10</sup> Orser, B., & Spence, M. (2010, September and 2017, December). Gender and Export Propensity. *Entrepreneurship: Theory and Practice*.



Along with a lower international orientation in general, female enterprises make less use of the most sophisticated internationalisation mechanisms. In other words, women are committed in the best of cases to exports but in contrast venture less in more advanced internationalisation formulas such as investment abroad<sup>11</sup>.

This latter fact is particularly worrying, insofar as some sectors find direct exports hard because of the characteristics of their product, such as those with high shipping costs or major technical and legal barriers to imports. Moreover, the current protectionist wave in the world encourages women to search for more sophisticated formulas to achieve more of an overseas presence than mere exports.

Business networks are one of the most important factors an enterprise can exploit for its growth, as they provide information about the market, the links with the suppliers and investors, and access to funding. Female entrepreneurs must create a network to achieve a relevant role in decision-making at a world scale and must be well informed in order to access new markets and new technologies.

A recent study on Danish female entrepreneurs revealed that only 20% of female entrepreneurs had used formal international networks, far below men, but in contrast women were more committed to communication and remote relations via Internet. For this reason, international networks of female entrepreneurs must be enhanced with the aim of finding benchmarks, experiences and models to follow.

Today network trade has become a key phenomenon in an increasingly integrated world, where people exploit new technologies to establish and maintain links that may lead to joint businesses. Historically applied to international trade between people of the same origin or ethnicity located in different countries, such as Lebanese, Jews or Chinese, today the concept of network trade is valid for members of the same community, organisation, club or stakeholders, a factor of belonging amplified with the social networks and the new technologies.<sup>12</sup>

In the policies and actions aimed at the internationalisation of female entrepreneurship emphasis should be placed on:

- International negotiation of the institutions from women's perspective.
- Family conciliation measures that prevent women from having to choose between their personal life and their professional advancement.
- Promotion of the creation of networks and visibility channels through the two sides:
  - Onsite side: facilitate the presence and participation in specialised international events such as shows, trade missions and prospecting trips with a focus on gender. This presence enhances networking.
  - Virtual side: use of virtual tools such as networking platforms and e-commerce.
- Women's participation in national or international public bids.
- Support to women-owned enterprises in the main global value chains.
- Access to international funds by small-sized enterprises.

<sup>11</sup> Pergelova, A., Angulo-Ruiz, F., & Yordanova, D. (2018, March). Gender and International Entry Mode. *International Small Business Journal*.

<sup>12</sup> The creator of the concept of network trade was David M. Gould, with his well-known article on immigrants and trade in the USA. See Gould, D. M. (1994). Immigrant links to the home country: empirical implications for US bilateral trade flows. *The Review of Economics and Statistics*, 76 (2), 302-316.

## 2. Observations and actions undertaken so far:

- Some recent international trade agreements already take into account the gender element and include chapters on this issue. In March 2018, the European Parliament voted in favour of the adoption of these chapters in future EU trade agreements. Some months earlier, the WTO ministerial conference held in Buenos Aires had approved the Joint Declaration on Trade and Women's Economic Empowerment<sup>13</sup>. However, it is quite revealing that some major economies and trade powers rejected this Declaration, such as the United States and India.
- Out of the 17 UN Sustainable Development Goals, point 8.3 provides for the promotion of development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

## 3. We propose the following actions:

- \* Create and foster an international agency that develops the networks of contacts of female entrepreneurs to internationalise while promoting international female networking by regions. With the same region, small-sized and big enterprises can cooperate, and startups will be able to follow those that have opened the path and thereby establish a network.

## 4. The monitoring indicators of the proposals are:

- International agency that develops the networks of contacts of female entrepreneurs: to be set up in the next two years.
- Number of regions in which international female networking will have been promoted in the next two years.

## 5. Budget:

- 8 million euros, for the creation of an international agency that develops networks of contacts providing support for female entrepreneurs to internationalise.

<sup>13</sup> [https://www.wto.org/english/news\\_e/news17\\_e/mc11\\_12dec17\\_e.htm](https://www.wto.org/english/news_e/news17_e/mc11_12dec17_e.htm)



## 5. Innovation

### 1. Conceptual framework:

**For the United Nations, UN Women is key to establish alliances with the objective of speeding up the change in the industry as well as to remove the obstacles to the advancement of women and girls in the areas of innovation, technology and entrepreneurship.**

Diverse teams guarantee innovation. The female population accounts for 52% of the world population. This is why it is absolutely essential for the enterprise to have all gender profiles and diversity if they want to innovate. Enterprises must encourage a diverse labour force in order to face the different profiles of increasingly more diverse clients.

According to the magazine Forbes, which features different research on leadership and innovation conducted in the United States among entrepreneurial teams, women are capable of creating better teams because they know how to combine intuitive and logical thought better than men. The key aspects of entrepreneurial leadership in the 21st century, such as cooperation, communication and the creation of shared values, are more typical of the female gender.<sup>14</sup> Recent studies on investment in venture capital indicate that emerging enterprises that incorporate women as senior executives or are directly led by women perform better economically than those in which the senior management is exclusively male.<sup>15 16</sup> In high technology enterprises, the difference involves an improvement of 35% in the return on investment or 12% in the increase in turnover. Also according to Forbes, the most gender-inclusive enterprises have 35% more output for stockholders.<sup>17</sup>

In accordance with the previous premises, an ideal context of female entrepreneurship is that of the innovation projects, which need less hierarchical control and more creativity, strategy, inspiration and passion. Moreover, it is essential to close the gender digital gap that exists today and to increase the representativeness and relevance of women within these key sectors.

The digital gap is divided into two elements: one is access to new technologies and the other refers to their exploitation. Women make less use of computer tools, which is particularly relevant in more complex tasks.

According to Eurostat data,<sup>18</sup> in 2016, out of the 17 million scientists and engineers of the European Union, 60% were men and 40% women. Men were particularly overrepresented in manufacturing (83% scientists and engineers in manufacturing were men), while the services sector was more balanced (55% men and 45% women). However, in three EU member states, the majority of scientists and engineers were women: Lithuania (58%), Bulgaria (54%) and Latvia (52%). Less than one third of scientists and engineers were women in Luxembourg (25%), Finland (28%), Hungary (31%), Austria (32%) and German (33%). Spain is in ninth position with 48% of women scientists and engineers

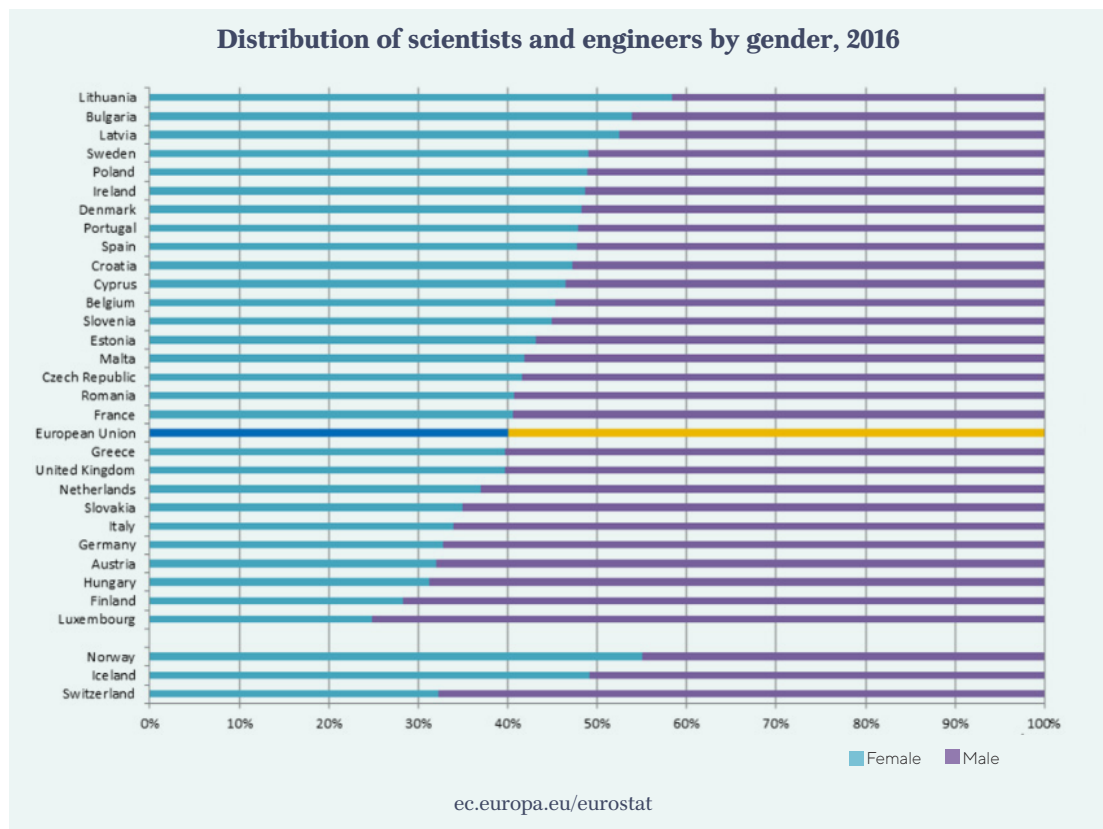
<sup>14</sup> FORBES. Alejandro Martínez Borrell, presidente de Grant Thornton, presenta el informe "Women In Business. ¿Cumplir o liderar?", un análisis de la presencia de la mujer tanto en el mundo de la empresa como en la sociedad.

<sup>15</sup> FORBES. ¿Es el dinero el gran igualador para las mujeres?. INÉS DÍAZ. 19 MARZO 2017.

<sup>16</sup> FORBES. Los equipos de trabajo con mujeres son más inteligentes. MIT, Carnegie Mellon, y la Universidad Union College.

<sup>17</sup> FORBES. Retos y oportunidades del liderazgo en 2018. La era digital en la que estamos inmersos implica un nuevo entendimiento de la gestión

<sup>18</sup> <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/EDN-20180210-1?inheritRedirect=true>



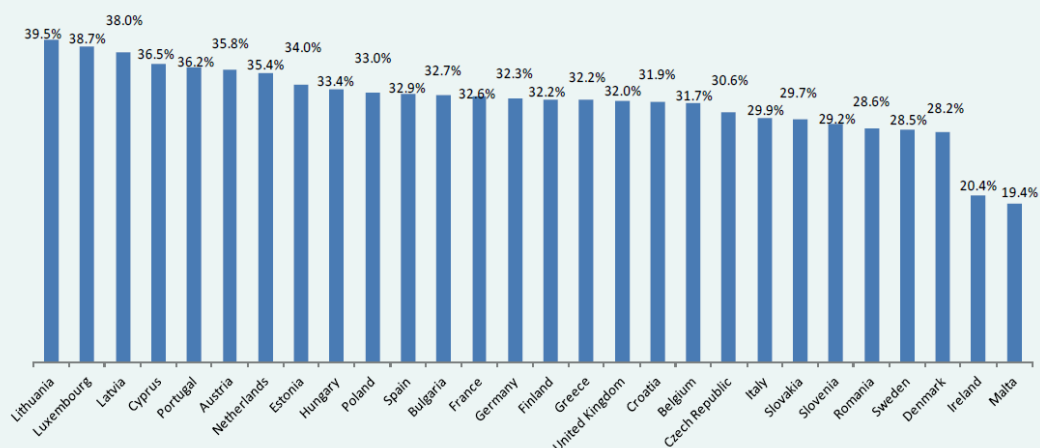
A study<sup>19</sup> from 2018 prepared by the European Commission under the title Women in the Digital Age reached the following conclusions:

- The loss of annual productivity from women who leave their jobs in the digital sector for the European economy is estimated at around 16.1 bln euros.
- Although enterprises with female presence are more prone to be successful, there is a decrease in participation, leadership and investment in the entrepreneurial digital sector.
- In OECD countries, the number of women-owned enterprises amounts to around 30% of total enterprises.
- If we focus on high technology industry in Europe, almost half of startups belong to the digital economy: 48.9% of startups are related to innovative technologies. It should be stressed that only 14.8% of founders were women.
- We can analyse the percentage of female entrepreneurs by EU member state in the following graph.

<sup>19</sup> <http://www.iclaves.es/comision-europea-publica-estudio-women-in-digital-age/>



### Percentage of female self-employed in EU-28 (2105)



Source: prepared in-house, based on Eurostat (2015)

The analysis by country shows major differences, ranging from 19.4% in Malta to 39.5% in Latvia, the member state with the highest rate of female entrepreneurs.

- In 2015, the Female Entrepreneurship Index (FEI) analysed the situation of female entrepreneurs in 77 countries and ranked it from 0 to 100. Six EU countries are among the first 10 in number of female entrepreneurs: the United Kingdom, Denmark, the Netherlands, France, Sweden and Finland.

### FEI 2015 - Top ten countries for women entrepreneurship

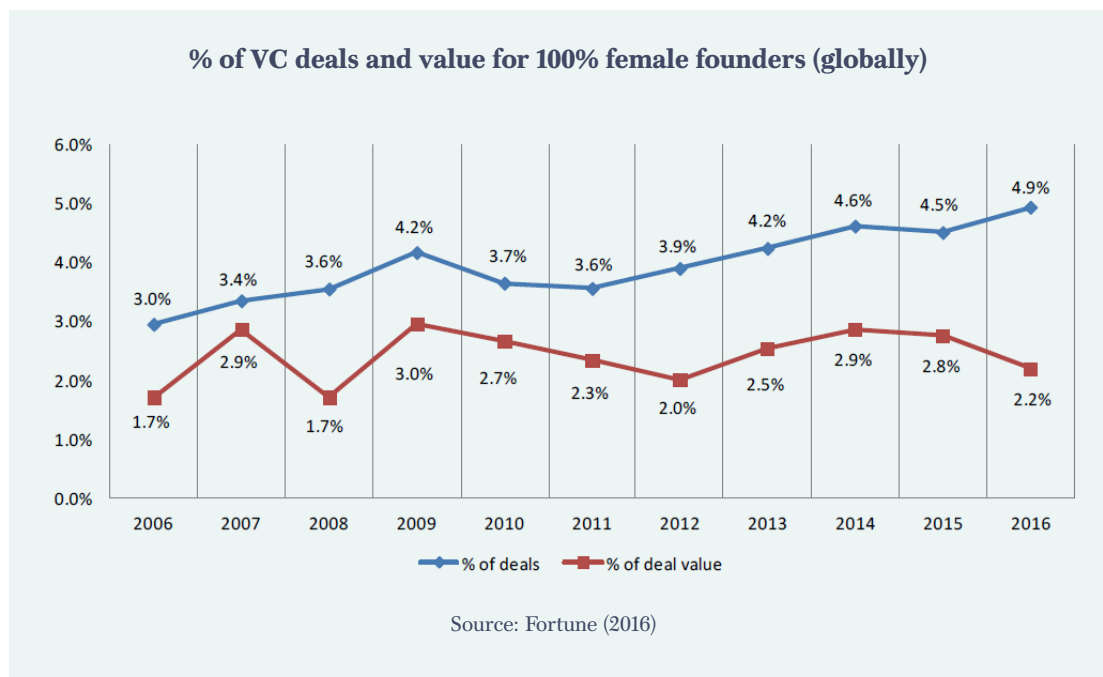
Rank	Country
1	United States
2	Australia
3	United Kingdom
4	Denmark
5	Netherlands
6	France
7	Iceland
8	Sweden
9	Finland
10	Norway

Source: FEI (2015)





- According to the Global Enle-founded initiatives are 63% more likely to be successful than those exclusively founded by men.



- In 2016, 7% of the investment partners of the 100 main world businesses and micro-enterprises were women and 38% had at least one female investment partner.
- According to the Female Entrepreneurship Index 2015, the global percentage of female enterprises operating within the technology sector decreased by 19%. One of the major problems women face when starting a business is the lack of access to capital in a scenario traditionally dominated by men.

## **2. Observations and actions undertaken to date:**

- The USA has the Defense Advanced Research Projects Agency (DARPA), which contributes to the development of silicon chips, the Internet and the global positioning system, among others. Without strategic funding in the early stages by DARPA and other US government agencies, the projects that led to voice recognition, microprocessors, the touch screen and other technologies or the iPhone would not have been possible. In Europe there are real gaps in access to advanced funding along with a lack of an innovation policy comparable to DARPA.
- UN Women has prioritised innovation and technology as one of the drivers of change in its new Strategic Plan 2018-2021.
- As part of the UN female innovation strategy to foster the action of the whole industry in this area, the UN Women has created a Global Innovation Coalition for Change (GICC). The GICC is a dynamic association between UN Women and key representatives of the private sector, academic institutions and non-profit institutions focused on developing the innovation market to work better for women and speed up the achievement of gender equality and women's empowerment.
- Since 2011 the European Commission has had an Innovation through Gender group and it emphasises in Horizon 2020 the importance of integrating gender/sex analysis in research and innovation.

## **3. We propose the following actions:**

- \* The creation of a new European funding agency "for disruptive innovation" based on the Defense Advanced Research Projects Agency (DARPA). An agency of this kind in the EU would help advance and bring the EU closer to the USA and Asia in innovative technologies such as artificial intelligence and biotechnology.
- \* Create an SME accelerator led by diverse working groups with a gender perspective.

## **4. The monitoring indicators of the proposals are:**

- European agency of disruptive innovation to be set up in the next two years.
- SME accelerator to be operative in 1 year so that we can have the first results report in 2 years.



## 5.- Budget

- 2 million euros, for the creation of an SME accelerator led by work teams with a gender perspective.
- 8 million euros, for the design and creation of a new European funding agency “for disruptive innovation”.



1st International  
**congress of WOMEN  
and BUSINESS**

*Congrés internacional de Dona i Empresa  
Congreso internacional de Mujer y Empresa  
Congrès international de Femme et Entreprise*

Conclusions  
**Overall Conclusion**

## 6. Overall Conclusion

Efforts and talents must be combined, and one way is to create powerful agglutinating structures. PIMEC will work to foster the **Confederation of Female Entrepreneurs** with the objective of co-creating, joining forces and working together for gender equality in the business world and providing support to female entrepreneurs in different fields.







1st International  
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and BUSINESS**

*Congrés internacional de Dona i Empresa  
Congreso internacional de Mujer y Empresa  
Congrès international de Femme et Entreprise*

Conclusions  
**Annexed**

## 7. Annexed:

# International Congress Women and business, Barcelona, november 20 and 21, 2018.



### CONCEPT NOTE

**Seminar** 1st International Congress Women and Business

**Key topics** Pay gap, Empowerment, Internationalisation and Innovation

**Organisers** PIMEC - PIMEC Women and Enterprise Commission

**Dates** 20-21 November 2018

**Place** Barcelona, Palau de Pedralbes



## 1st International congress of WOMEN and BUSINESS

*Congrés internacional de Dona i Empresa*  
*Congreso internacional de Mujer y Empresa*  
*Congrès international de Femme et Entreprise*

## Conclusions Annexed



### **PIMEC's Comission for women and business**

Iolanda Piedra - President  
Anna de Quirós - Vice president  
Nuria Viñas - Vice president  
María José Tarancón - Vice president  
Marta González Peláez - Membre  
Silvia Ribas - Member  
Noèlia Hurtado - Member  
Laura Sánchez - Member  
Elisabeth Zapater - Member

### **Speakers**

Eva Perea - Pay Gap  
Claudia Valderrama-Celaya - Pay Gap  
Ingrid Bianchi - Empowerment  
Nuria Chinchilla - Empowerment  
Anna Gener - Empowerment  
Bisila Bokoko - Internationalisation  
Myrtha B. Casanova - Internationalisation  
Regina Llopis - Innovation  
Cristina Estavillo - Innovation

### **Table of experience**

Roser Bach Fabregó  
Rosa Maria Calaf  
Candela Calle

### **Facilitators**

Meritxell Campo y Brunet  
Salomé de Cambra  
Mireia del Pozo  
Paula Fernández-Ochoa  
Eva Gajardo  
Alba Garcia  
Drolma Lizcano  
Alexandra Maratchi  
Mireia Núñez de Prado  
Anna Plans  
Mireia Recio  
Eva Rus Cabanas  
Lorena Toda  
Carolina Verdés  
Jacint Soler

### **Conclusions of the Lisbon Congress**

Laurence País



l | Brecha salarial | Pay gap | Écart salarial  
Empoderamiento | Empowerment | Autonom  
Internacionalización | Internationalisation  
vació | Innovación | Innovation | Innovation

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