



Florida High Schools Model United Nations

FHSMUN GULF COAST 6

UNITED NATIONS ENTITY FOR GENDER EQUALITY AND EMPOWERMENT

ENGENDERING EMPLOYMENT AND ENTREPRENEURSHIP

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“Don’t just stand for the success of other women – insist on it.”

Gail Blanke, President & CEO of Lifedesigns

Introduction

The UN System is dedicated to making the vision of the Sustainable Development Goals a reality for women and girls and allowing for their equal participation in all aspects of life. While gender inequalities remain deeply entrenched in every society, the achievement of gender equality would have immense socio-economic benefits, especially economically. While women make up half of the population, this is not reflected within employed people. It is estimated by the McKinsey Global Institute and many economists that global Gross Domestic Product (GDP) could increase by \$12 trillion USD by 2025 if gender equality in the workplace ensured¹. This is why the UN System, member states, and all relevant stakeholders must do one thing to begin: address the striking inequalities in employment, management, ownership of businesses, and financial assets. It is also necessary that business and economic climates for women are more welcoming, safe, and equal to increase the likelihood of female employment and ensure the financial sustainability of female-led ventures. Viable, long-term economic, human, and social development must be founded upon pillars of inclusivity and sustainability. Delegates to the United Nations Entity on Gender Equality and the Empowerment of Women and Girls (UNWOMEN) are tasked with addressing the needs of women and girls and the international community regarding equitable and remunerative employment and entrepreneurship.

Scale of the Problem

The stark realities that confront not only female entrepreneurs but in reality the entire human community were succinctly summarized by John Hendra, UNWOMEN Assistant Secretary-General and Deputy Executive Director of the High-Level Panel on Women Entrepreneurship to Reshape the Economy in the Middle East and North Africa (MENA)

¹Woetzel, Jonathan, et al. “How Advancing Women’s Equality Can Add \$12 Trillion to Global Growth.” *McKinsey & Company*. September 2015.

through Innovation in October 2012 when he asserted that “globally women own only 1 per cent of the world's wealth, earn only a 10 percent share of global income, and occupy just 14 per cent of leadership positions in the private and public sector. And, while women produce half of the world's food, they own a mere one percent of its land.”² While it is immediately evident that current and prospective female entrepreneurs confront a vast panoply of challenges and obstacles, the full extent of many of these challenges and obstacles is not always easily measured. Too often, economic data concerning gender inequalities is incomplete, non-existent, or must be significantly supplemented by whatever information is actually available. The 2015 Female Entrepreneurship Index conducted by The Global Entrepreneurship and Development Institute analyzes the conditions that foster high-potential female entrepreneurship in only 77 countries, fewer than half of the countries that make up the UN System. Data collection and further analysis of gender imparities in employment and entrepreneurialism is foundational to fostering equality. From the data that is available, though, the stark disparities between men’s and women’s employment and entrepreneurialism are evident.

In 2012, only 4 countries had a labor force participation rate female to male ratio equal to or greater than 1.³ John Hendra, UN Women Assistant-Secretary-General and Deputy Executive Director, summed up the inequalities faced by women at the High Level Panel on Women Entrepreneurship to Reshape the Economy in MENA through Innovation: “globally women own only 1% of the world's wealth, earn only a 10% share of global income, and occupy just 14% of leadership positions in the private and public sector. And, while women produce half of the world's food, they own a mere 1% of its land.”⁴ Women hold 30% of private wealth in the world, according to a 2015 Boston Consulting Group’s annual global wealth report⁵, despite accounting for about 50% of the world’s population. This is up only 3% from 2010’s report, where women held 27% of global private wealth. The report also found that a bulk of this percentage is from women who are self-made, providing evidence that when women entrepreneurs are given the opportunity for success, they can achieve.

While the global status of women is important, it’s also necessary to look at regional disparities. Women living in the Middle East and North Africa (MENA) region, have the lowest rates of female labor force participation, at 26% compared to 52%, the global average.⁶ Western countries ranked as the top 14 countries in the Global Entrepreneurship and Development Institute’s (GEDI) Female Entrepreneurship Index, followed by Chile and Singapore, with many

² John Hendra, “Opening Remarks at the High-Level Panel on Women Entrepreneurship to Reshape the Economy in MENA through Innovation” October 17, 2012. Found at: <http://www.unwomen.org/en/news/stories/2012/10/women-entrepreneurship-to-reshape-the-economy-in-mena-through-innovation-high-level-panel-during-eu>

³ “Human Development Reports.” | *Human Development Reports*, hdr.undp.org/en/content/labour-force-participation-rate-female-male-ratio.

⁴ “Women Entrepreneurship to Reshape the Economy in MENA through Innovation: High-Level Panel during European Development Days.” *UN Women*

⁵ Tindera, Michela. “Women Hold Nearly One Third of Global Private Wealth.” *Forbes*, Forbes Magazine, 16 June 2016

⁶ “Women Entrepreneurship to Reshape the Economy in MENA through Innovation: High-Level Panel during European Development Days.” *UN Women*.

African countries coming in at the bottom 11, along with India, Guatemala, Bangladesh, and Pakistan.⁷

There has always been a societal pressure or expectation placed on women. This has led to girls being discouraged from receiving education, and if they do, discouraged from studying the subjects that are the most beneficial in business endeavors. This pressure has often delayed, disrupted, and/or prevented female entrepreneurship and/or employment. Another oft overlooked social barrier is the inability of girls to witness and be inspired by other women. The absence of successful business women and entrepreneurs hinders young girls from the ability to model themselves after other women.

Work environments can also complicate the number of women in employment. Female employees and entrepreneurs are more likely to experience harassment in the workplace, further contributing the challenges they face in the business sphere. The biggest obstacles faced by women in employment and entrepreneurialism include: lack of education; access to capital; prejudicial attitudes and practices; and domestic duties. Effective methods can be implemented and adopted to mitigate and eliminate the hardships faced by women all over the world.

Education & Domestic Duties

Women and girls' education is a strategic development priority, that if enhanced, would help to sustain the amount of women entering and succeeding in employment and entrepreneurialism. Girls are still being denied an education. Two-thirds of the 774 million illiterate people in the world are female.⁸ According to UNESCO estimates, 130 million girls between the age of 6 and 17 are out of school and 15 million girls of primary-school age—half of them in sub-Saharan Africa— will never enter a classroom.⁹ Almost a quarter of young women aged 15-24 today (116 million) in developing countries have never completed primary school¹⁰ and so lack skills for work. In Brazil, only 37% of women with less than primary education are employed in the formal sector. This rises to 50% if they have a primary education, and 60% with a secondary education,¹¹ showing a correlation between education and likelihood to find work. Not only are employers more incentivized to hire women with education, but it has been shown to narrow pay gaps when women have an education. In Pakistan, for example, women with a primary education earn 51% what men earn; with a secondary education, they earn 70% what men earn. The situation is quite similar in Jordan: women with a primary education earn 53% what men earn, while women with a secondary education earn 67% what men earn.¹² UNICEF has published a guide on strategies for Girls' Education that may be beneficial. First, it is necessary to make education compulsory for all, then UNICEF offers strategies inside and outside the classroom to increase girls' attendance.¹³

⁷ Siri Terjesen & Ainsley Lloyd, "The 2015 Female Entrepreneurship Index," Global Entrepreneurship and Development Index (GED) 2015, p. 11

⁸ "Education for All Global Monitoring Report," *UNESCO*. October 2013.

⁹ "Girls' Education." *World Bank*.

¹⁰ "Education for All Global Monitoring Report," *UNESCO*. October 2013.

¹¹ "Education for All Global Monitoring Report," *UNESCO*. October 2013.

¹² "Education for All Global Monitoring Report," *UNESCO*. October 2013.

¹³ "Strategies for Girls' Education," *UNICEF*. May 2004.

This lack of education in developing countries shifts women towards domestic duties and bearing children at younger ages. 10% fewer girls would become pregnant under 17 years in sub-Saharan Africa and South and West Asia if they all had a primary education. Almost 60% fewer girls would become pregnant under 17 years in sub-Saharan Africa and South and West Asia if they all had a secondary education. Having these domestic and family responsibilities, which are uncompensated, means that women tend to start business ventures at a later age (35-40) than men, and must manage work-family conflicts.¹⁴ Domestic duties taken on in early age only further complicate a woman's life when she later tries to enter the work force. Women who enter the workforce later in life frequently lack the experience and financial stability that their male counterparts have accumulated. Also, businesses are not always understanding and/or supportive in helping women balance family and work, particularly when they can easily hire male counterparts. This is why understanding the problems faced by women with children and implementing family-friendly policies, such as paid maternal/paternal leave or flexibility in the case of family emergencies, is so vital. Another very useful program takes place in the United States, with The Society of Women Engineers and iRelaunch – return-to-work experts – making rejoining the technology industry easier for skilled employees who have been out of the workforce through a 12-week internship.¹⁵ Programs designed to help older women with childcare are immensely helpful in the case of mothers who are looking to go back into the workforce.

In some developed countries, however, gender inequality is not due to a lack of education. In fact, in the United States, women currently comprise more than 56 percent of students on college campuses nationwide, according to the U.S. Department of Education. Some 2.2 million fewer men than women were enrolled in college in the fall of 2017.¹⁶ In countries with similar educational trends, essential economic and entrepreneurial education, and opportunities such as leadership workshops, may be highly beneficial. Sweden established a program called The Promoting Women's Entrepreneurship Programme by Tillväxtverket, the Swedish Agency for Economic and Regional Growth, which offers business development programs, mentorship, counselling, and even utilizes facts and statistics as a media strategy to change attitudes regarding women entrepreneurs.¹⁷

Finances & Legal Barriers

Legal barriers and lack of access to capital continue to serve as major obstacles to women in employment and entrepreneurialism despite the evidence showing how beneficial gender equality would serve to societies around the world. According to the World Bank's Women, Business and the Law 2016, almost 90 percent of 173 countries researched have at least one legal barrier restricting women's empowerment.¹⁸ These legal barriers range from the type of jobs women are allowed to obtain, needing permission from their spouse to do necessary tasks such as

¹⁴ Siri Terjesen & Ainsley Lloyd, "The 2015 Female Entrepreneurship Index," Global Entrepreneurship and Development Index (GED) 2015, p. 5.

¹⁵ "The IBM Tech Re-Entry Program." *IBM*.

¹⁶ Marcus, Jon. "Why Men Are the New Minority on College Campuses." *The Atlantic*, Atlantic Media Company, 8 Aug. 2017

¹⁷ Swedish Agency for Economic and Regional Growth, "Promoting Women's Entrepreneurship" 2014.

¹⁸ "Bringing Down Legal Barriers to Women's Economic Empowerment: An Economic and Business Imperative | UN Global Compact." *The Ten Principles | UN Global Compact*

owning land, opening a bank account, and having a job. Only 38 out of 141 economies covered in the Women, Business and the Law database set out equal legal rights for women and men in key areas.¹⁹ One hundred and four economies still have laws preventing women from working in specific jobs.²⁰ Iceland is the first, and only country to make paying women and men unequal wages illegal²¹.

When it comes to owning a bank account, 72 percent of men had one, while only 65% of women did, in 2017. In developing economies specifically, 9% fewer women than men currently have formal bank accounts. With 1.7 billion unaccounted adults, and 56% of those being women, the 2017 Global Findex survey asked adults why they did not have bank accounts, and among the most common responses were that one family member already has one and distrust in the financial system.²² Similarly, regarding the second response mentioned above, the World Bank discovered that in Latin America and the Caribbean, women feel more vulnerable to corrupt officials and report difficulties in understanding rules and regulations that govern the registration of businesses.²³

Among specific case studies that show the presence of financial barriers include Farmers clubs in Malawi, one of the main sources of credit and extension services for small farmers, disqualifying married women from full membership and stigmatizing single women or women in polygamous marriages, undermining their capacity to benefit from the services the club could offer and in Pakistan, most micro-finance institutions require women to obtain permission from their husbands or family in order to apply for a loan and male guarantors are often required to accompany the borrower. These technicalities in place by the operation discriminate against women from accessing the financing that is vital to their endeavors.

It is estimated that women-owned businesses have an annual financing gap of \$290 billion to \$360 billion in unmet financing needs, according to a report commissioned by the Group of Twenty.²⁴ Even when gender discrimination constitutes as illegal, there is patterns of chauvinism and favoritism, such as disproportionately directing funds to male-owned businesses. This financing gap is a great place for countries and invested stakeholders to begin combatting in order to increase women entrepreneurship. While it is necessary to alter discriminatory behaviors and laws – such as inheritance laws, the need for a male co-signer, or the permission of a husband - and to pass new legislation, such as the legislation passed in Iceland, and erase prejudicial attitudes towards women, there are places to begin combatting this gap that do not seem as much of a daunting task. One solution that may be worth giving a shot in some countries is the use of quotas; for example, in Egypt, 30% of all loans must be provided to women-led businesses.²⁵

¹⁹ World Bank Group, “Female Entrepreneurship: Program Guidelines and Case Studies” 2012 p. 8

²⁰ “Women, Business and the Law - Gender Equality, Women Economic Empowerment - World Bank Group.” *World Bank*.

²¹ Sarah Gray, “It’s Now Illegal to Pay Men More Than Women in Iceland.” *Fortune*, January 2, 2008.

²² The Global Findex Database 2017 Overview, *World Bank Group*. p. 4 & 5

²³ World Bank Group, “Female Entrepreneurship: Program Guidelines and Case Studies” 2012 p. 8

²⁴ Carmen Niethammer, “Women, Entrepreneurship, and the Opportunity to Promote Development and Business.” *The Brookings Institution*. 2013.

²⁵ World Bank Group, “Female Entrepreneurship: Program Guidelines and Case Studies” 2012 p. 28

Microfinance is also frequently suggested in the discussion of women entrepreneurship. Microfinance is a term used to describe financial services, such as loans, savings, insurance, and fund transfers to entrepreneurs, small businesses, and individuals who lack access to traditional banking services. It is argued that even a small working capital loan of \$100 dollars can be enough to launch a small business in a developing country that could help the benefactor pull themselves and their family out of poverty.²⁶ Also, Linda M. Scott, professor of Entrepreneurship and Innovation at Oxford University, wrote in her paper “Thinking Critically About Women’s Entrepreneurship in Developing Countries” that micro-credit schemes have been directed to women because it is women invest the money in goods and services that improve the wellbeing of families, in goods that are conducive to development.²⁷ Due to the ripple effect micro-credit has within a community in a developing country, women’s entrepreneurship has increasingly become a preferred method for economic development to create sustainability. While microfinance serves as a very important tool in the short run in countries where a little can go a long way, delegates to UNWOMEN, national governments, and civil society partners need to also focus on developing longer term capital solutions. “The small size and terms of micro-loans makes this source of financing more useful for providing working capital and addressing liquidity constraints, but unsuitable to support longer-term investments.”²⁸ It is important to look at all revenues that lead to increased capital for women, including, but not limited to, microfinance.

Not only is improving access to financing essential for the fiscal viability of women-owned enterprises, but so is improving women’s access to information and communications technology (ICT). This serves as another barrier to women, especially women in rural areas in developing countries. The Asian Development Bank discovered in a study analyzing information and communication technologies for women entrepreneurs in Azerbaijan, Kazakhstan, the Kyrgyz Republic, and Uzbekistan that while 41% of women entrepreneurs had internet-capable mobile phones, only 16% had activated internet services on their phones, and only 6% used those services for business activities. The same pattern was discovered throughout women entrepreneurs who owned a computer. Focus group discussions and survey results attributed low ICT usage to women entrepreneurs’ lack of understanding of the capabilities of their devices, and The Asian Development Bank concluded that this suggested the need for training programs.²⁹ In other areas, not only are training programs vital, but the access to the technology itself still needs improvement. Programs such as the “telephone ladies” – a program that provides startup capital to women in rural areas to purchase cell phones and possibly access the internet³⁰ – serve as a great model for efforts that can be made elsewhere.

Overcoming the Obstacles to Female Employment and Entrepreneurship

Addressing the obstacles to female employment and entrepreneurship will require sustained and systematic approaches from the UN System, regional organizations and international financial institutions (IFIs), national governments, and related civil society partners

²⁶ “Microfinance: A Little goes a Long Way,” *Plan International Canada Inc.*

²⁷ “Microfinance: Empowering Female Entrepreneurs.” *World Finance.*

²⁸ World Bank Group, “Female Entrepreneurship: Program Guidelines and Case Studies” 2012 p. 26.

²⁹ “Information and Communication Technologies for Women Entrepreneurs,” *Asian Development Bank.* 2014.

³⁰ World Bank Group, “Female Entrepreneurship: Program Guidelines and Case Studies” 2012 p. 37

and stakeholders. At the recent (December 4-5, 2017) 2017 Women's Economic Empowerment Global Summit in Sharjah, United Arab Emirates, UNWOMEN and its civil society and private sector partners analyzed data indicating that equal female to male participation in global labor markets could increase the global Gross Domestic Product by an estimated \$28 trillion USD within 10 years.³¹

Improving access to capital and financing is essential to improving the fiscal outlook and viability of female-owned enterprises (FOEs). Governments, the UN System, regional bodies and international financial institutions (IFIs), and private sector businesses and investors are all avenues for potential startup capital and assistance to businesses. The World Bank Group has funded programs to increase access to capital for small and medium enterprises (SMEs) in Egypt, the Gambia, Papua New Guinea, and Togo; in Egypt, 30% of all loans must be provided to women-led businesses and in Papua New Guinea women-owned and/or women-led businesses received increased access to capital as well as training in money management skills, business planning, and marketing strategies.³²

Governments need to examine their laws and policies to determine if there are discriminatory regulations enshrined in law, but they also need to analyze patterns of behavior that may also constitute, even unwitting, discrimination. Even when gender discrimination is officially illegal, entrenched patterns of chauvinism and favoritism, including disproportionately directing public funds to male-owned businesses, present daunting obstacles to emerging, established, and prospective female entrepreneurs. Ensuring that governments engage in equitable contracting and purchasing of goods and services is a vital step towards improving the numbers and viability of female-owned enterprises (FOEs).

Improving educational access for women and girls is another promising area where government actions and policies may reduce and/or eliminate a number of obstacles confronting female entrepreneurs. Nongovernmental organizations (NGOs), philanthropic foundations, and businesses may also contribute through the design and implementation of entrepreneurship education and training. In Jordan, Making Cents International, Chemonics, and local Jordanian nongovernmental organizations (NGOs) have established the Women's Entrepreneurship Development and Access to Training Program while the American investment bank Goldman Sachs launched its 10,000 Women Project to train female entrepreneurs in 2008; in Rwanda, the 10,000 Women Project was implemented by the Rwandan government and overseen by faculty from the University of Michigan.³³

Creating and implementing family-friendly policies, including paid parental and/or family leave, are vital steps that governments, employers, and civil society partners often find to be essential to improving economic competitiveness and performance overall. All but 1 of the 41 countries in the Organization for Economic Cooperation and Development (OECD) have paid

³¹ UNWOMEN, "UN Women Executive Director calls on private sector to boost women's empowerment and entrepreneurship at the Economic Empowerment Summit in Sharjah" December 3, 2017. Found at: <http://www.unwomen.org/en/news/stories/2017/12/announcer-ed-phumzile-at-the-economic-empowerment-summit-in-sharjah>

³² World Bank Group, "Female Entrepreneurship: Program Guidelines and Case Studies" 2012 p. 27-29.

³³ World Bank Group, "Female Entrepreneurship: Program Guidelines and Case Studies" 2012 pp. 16-18.

parental leave programs for new mothers, and in some cases for new fathers, and these countries have benefited from significantly greater female participation in the labor force and in the entrepreneurial ranks, too. In the sole OECD country without paid maternity leave, the United States, states such as California and private sector employers have introduced paid maternity leave and substantially reduced attrition in their states and firms.³⁴ In the developing world, almost all countries feature some paid maternity leave benefits; the only current outlier is Papua New Guinea.³⁵

Overcoming infrastructural gaps, including in the provision of information and communications technology (ICT), is another foundational element of improving the economic environment for female entrepreneurs. Simultaneously the most famous examples of information and communications technology (ICT) and microfinance for female entrepreneurship would be the “telephone ladies” in Bangladesh, a program that provides startup capital to women in rural areas and villages to purchase cell phones and rent them for short periods of time to other villagers to make phone calls and possibly access the internet. In recent years, similar programs have been established in Indonesia, Rwanda, and Uganda.³⁶ Other programs at improving information and communications technology (ICT) for female entrepreneurs and female-owned enterprises (FOEs) have focused on providing computers and training for incorporating digital technologies into their businesses as well as various applications and services that provide updated market information, particularly in the agricultural sector.

UN System Actions

The UN System has a number of entities that aid in improving the state of female entrepreneurs, such as UNWomen, the United Nations Industrial Organization (UNIDO), the International Labour Organization (ILO), and the Commission on the Status of Women. Other entities address female entrepreneurship in one manner or another, such as the United Nations Development Programme (UNDP), the United Nations Foundation, the World Bank, and more. The United Nations has organized four world conferences on women that would be a valuable resource to utilize throughout this conference. From 1975 in Mexico City, to Copenhagen in 1980, to Nairobi in 1985, followed by the 1995 Fourth World Conference on Women in Beijing that marked a significant turning point for the global agenda for gender equality.³⁷ The Beijing Declaration and the Platform for Action set strategic objectives and actions for the advancement of women in 12 critical areas of concern, including education and training of women, women and the economy, and women in power and decision-making, which can all serve as applicable to the topic of engendering employment and entrepreneurship. This last conference is followed by series of five-year reviews, and the UN System also occasionally holds high-level panels concerning equality for women.

³⁴ Alexis Crow, “How to Get Women Back into the Workplace” *Foreign Affairs* May 5, 2017.

³⁵ Janet Walsh, “Paid Family Leave Matters – For All Workers”.

³⁶ World Bank Group, “Female Entrepreneurship: Program Guidelines and Case Studies” 2012, p. 37.

³⁷ “World Conferences on Women.” *UN Women*.

Conclusion

The United Nations System is essential to achieving gender equality and the empowerment of women and girls. Without the ability of women to participate in employment and entrepreneurship to the same extent as men, the conditions for women to flourish are not met. For the theme of this specific conference, moving towards a more inclusive and sustainable world, the absence of equality in all walks of life for women hinders reaching inclusivity or sustainability. It is important for women to experience equal access to financial, communicational, legal, and educational infrastructure. It is vital to the UN System and all stakeholders that opportunities available to female employees and entrepreneurs increase for communities to flourish further and be sustainable in the future.

Guiding Questions

What are the respective percentages for male and female employment in your country? How equitable are wages and salaries in your country? Does your country have laws and/or policies banning gender discrimination in employment and/or compensation? If so, how effectively are those laws and policies enforced? If not, does your government plan to introduce new legislation or policies about gender discrimination in employment, compensation, and benefits soon? How effectively are existing laws enforced?

Does your country collect and/or report data on entrepreneurship that is disaggregated by gender? If so, what is the gender balance situation in your country regarding entrepreneurship? If not, does your government plan to collect and/or report entrepreneurship data in the near future?

What is the biggest obstacle facing women in your specific country? Education, finances, domestic duties, gender-based violence (GBV), etc.?

Is there a program or organization in place elsewhere that tackles the biggest obstacle facing women in your country that could serve as a starting model for your country?

Is there any helpful information in the Beijing Declaration and the Platform for Action, or similar documents/speeches released by the UN system, for what your country is trying to achieve?

Does your country have paid maternal/parental leave? What are the specifics of it? Is your country considering changing these leave policies, and if so, what will be changed and why?

How does your country promote women employment/entrepreneurialism? What is the most effective way to do this within your country?

How may the UN System (UNWOMEN, UNIDO, ILO, etc.) and associated institutions (The World Bank, etc.) most effectively improve the conditions for women employees/entrepreneurs? How might international financial institutions (IFIs), including the World Bank Group and regional development banks, most effectively address the concerns and needs of female employees and entrepreneurs?

United Nations System Resolutions:

UN General Assembly, “Women in Development”, (A/RES/72/234), December 20, 2017.

UN General Assembly, “Violence Against Women Migrant Workers”, (A/RES/72/149), December 19, 2017.

UN General Assembly “Improvement of the Situation of Women and Girls in Rural Areas”, (A/RES/70/148), December 19, 2017.

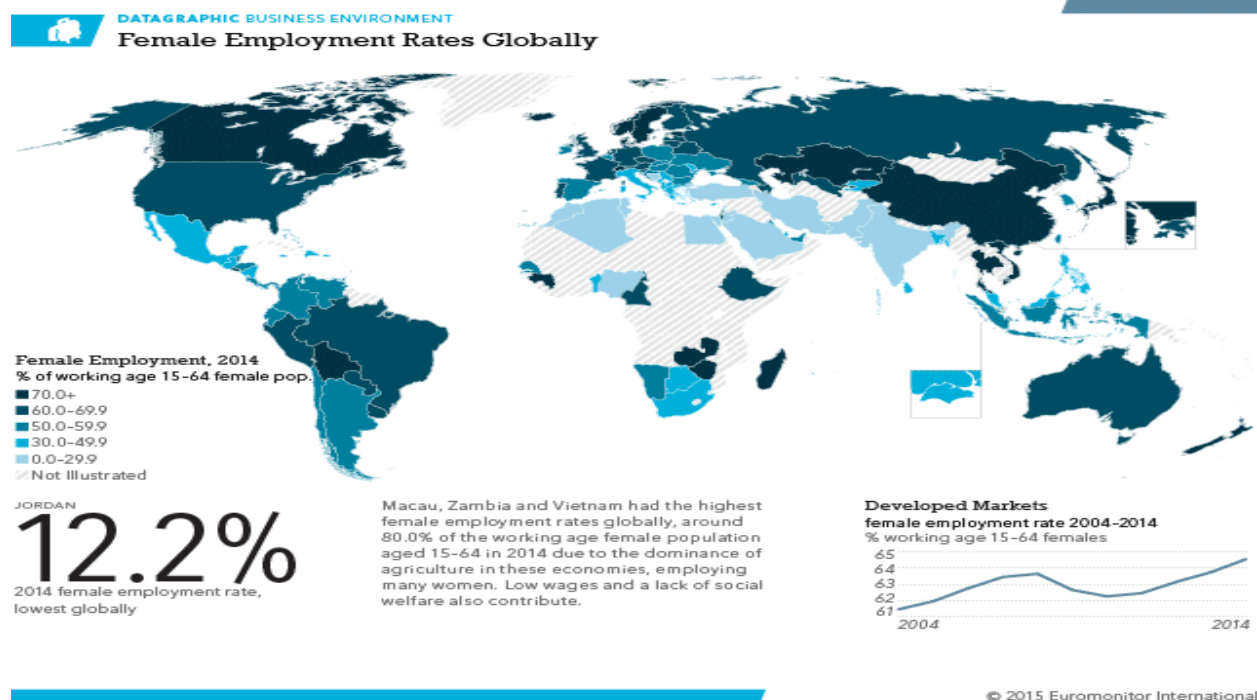
UN General Assembly “Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly”, (A/RES/72/147) December 19, 2017.

UN General Assembly, “Convention on the Elimination of All Forms of Discrimination Against Women”, (A/RES/70/131), December 17, 2015.

UN General Assembly, “World Survey on the Role of Women in Development”, (A/RES/69/236), December 19, 2014.

UN General Assembly, “Entrepreneurship for Development”, (A/RES/69/210), December 19, 2014.

Commission on the Status of Women (CSW), Economic and Social Council (ECOSOC), “Women’s Economic Empowerment”, E/CN.6.2010/L.5/ECOSOC/CSW, March 12, 2010.



Dell Global WE Cities Rankings 2017



- 1. New York City
- 2. Bay Area
- 3. London
- 4. Boston
- 5. Stockholm
- 6. Los Angeles
- 7. Washington, D.C.
- 8. Singapore
- 9. Toronto
- 10. Seattle
- 11. Sydney
- 12. Paris
- 13. Chicago
- 14. Minneapolis
- 15. Austin
- 16. Hong Kong
- 17. Melbourne
- 18. Atlanta
- 19. Amsterdam
- 20. Portland, OR
- 21. Berlin
- 22. Taipei
- 23. Pittsburgh
- 24. Tel Aviv
- 25. Copenhagen
- 26. Vancouver
- 27. Houston
- 28. Johannesburg
- 29. Barcelona
- 30. Seoul
- 31. Munich
- 32. Miami
- 33. Nairobi
- 34. Dublin
- 35. Warsaw
- 36. Belfast
- 37. Milan
- 38. Beijing
- 39. Tokyo
- 40. Bangalore
- 41. Kuala Lumpur
- 42. Sao Paulo
- 43. Dubai
- 44. Shanghai
- 45. Mexico City
- 46. Lima
- 47. Guadalajara
- 48. Istanbul
- 49. Delhi
- 50. Jakarta



Top 10

Overall	OPERATING ENVIRONMENT			ENABLING ENVIRONMENT	
	🏢 Markets	👤 Talent	🏠 Capital	🌍 Culture	💻 Technology
New York City	New York City	Washington, D.C.	Bay Area	New York City	Austin
Bay Area	Bay Area	Paris	New York City	Sydney	London
London	London	BOSTON	London	Toronto	Stockholm
BOSTON	CHICAGO	MINNEAPOLIS	BOSTON	Stockholm	New York City
LOS ANGELES	KUALA LUMPUR	London	LOS ANGELES	Singapore	Hong Kong
Stockholm	Seattle	New York City	NAIROBI	Bay Area	Seattle
Singapore	TEL AVIV	BARCELONA	Singapore	LOS ANGELES	Bay Area
Washington, D.C.	BERLIN	Bay Area	CHICAGO	MELBOURNE	MIAMI/FT. LAUDERDALE
Toronto	Washington, D.C.	Beijing	Stockholm	AMSTERDAM	BOSTON
Seattle	BANGALORE	Stockholm	Beijing	MINNEAPOLIS	Singapore

*Cities highlighted in bold are cities not in the top 10 overall ranking. Cities in all caps were added in 2017. Cities were hand-picked and are not an exhaustive representation of every potential city.

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