

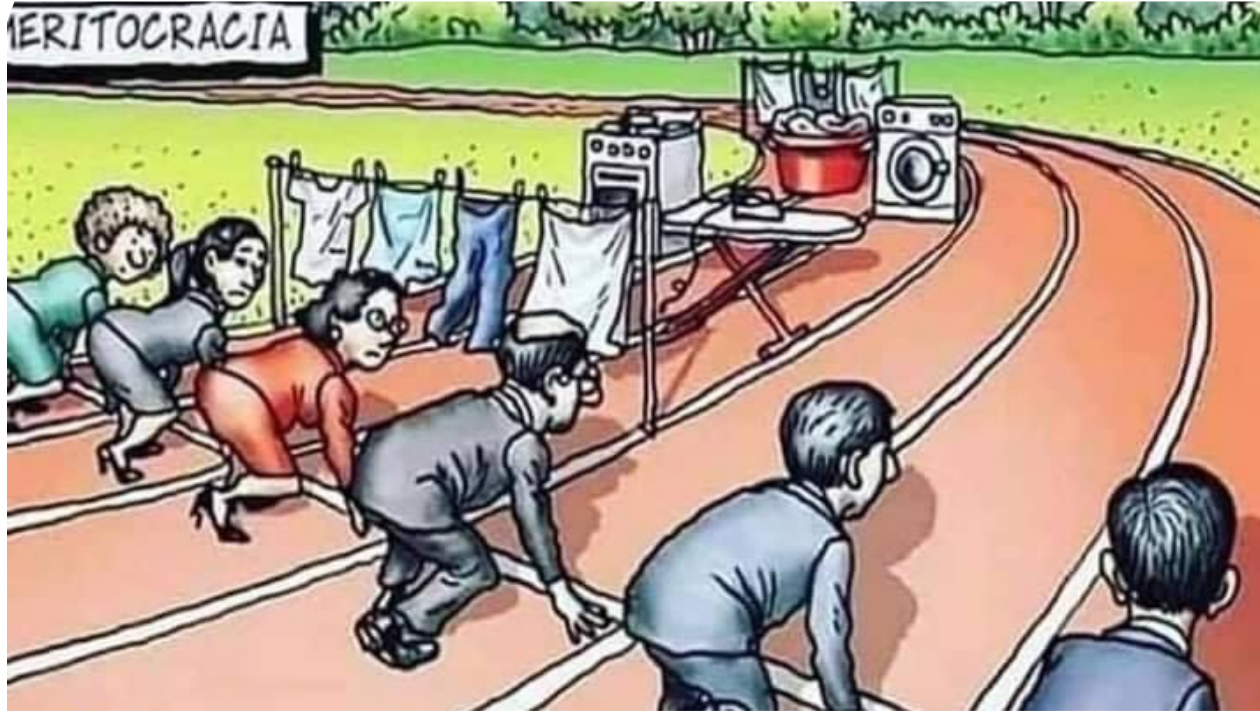
Women in Business 3rd Forum

November 25, 2019

WOMEN EQUALITY

Zozeta Miliopoulou, Ph.D
Assistant Professor, Deree ACG





**Women have earned
their right to work**

WOMEN

Count for **50%** of human resources

Do **66%** of the work globally

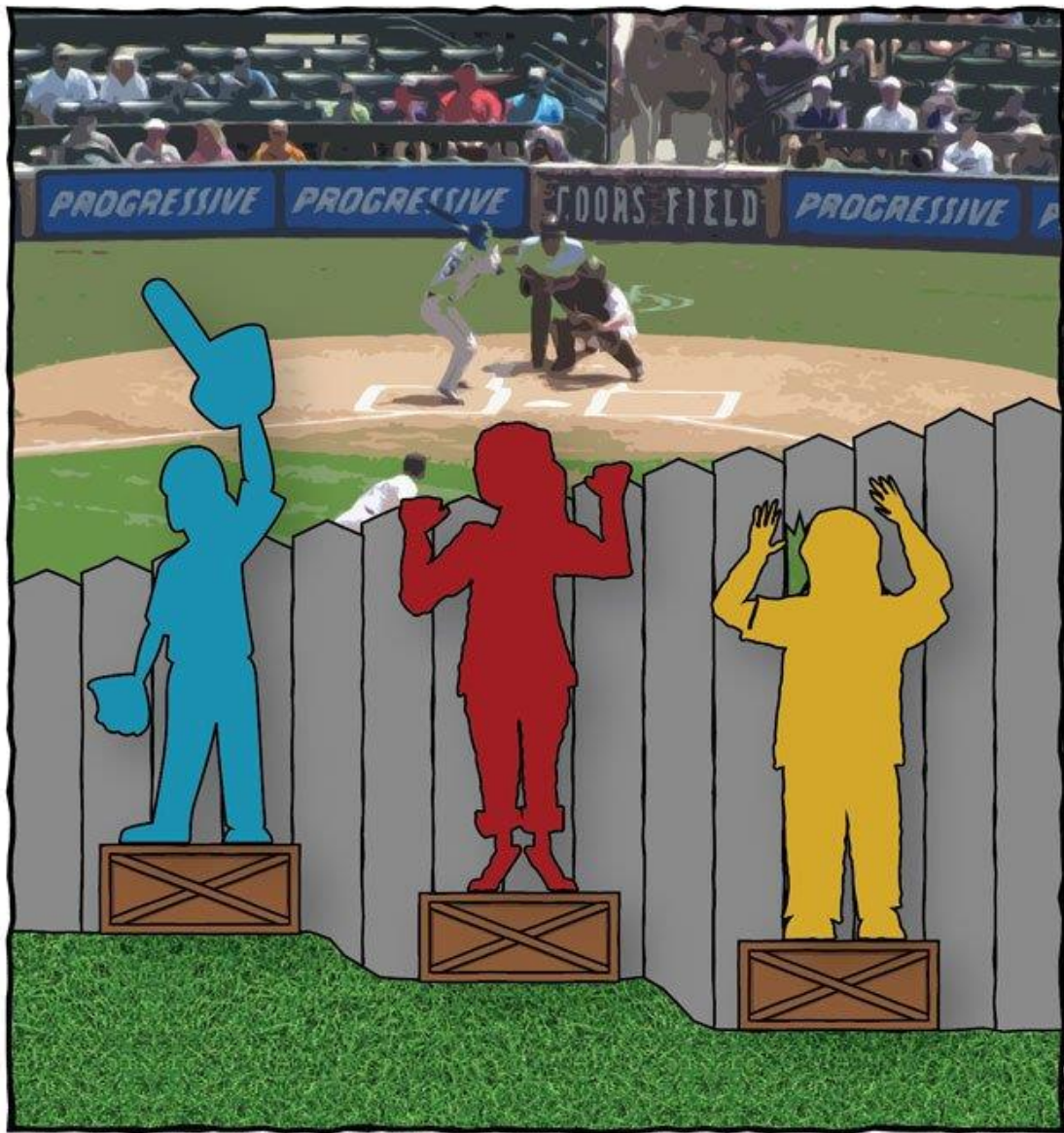
Earn only **10%** of the world's income

GLOBALLY





Yet reinvest **90%** of their income
into family & community



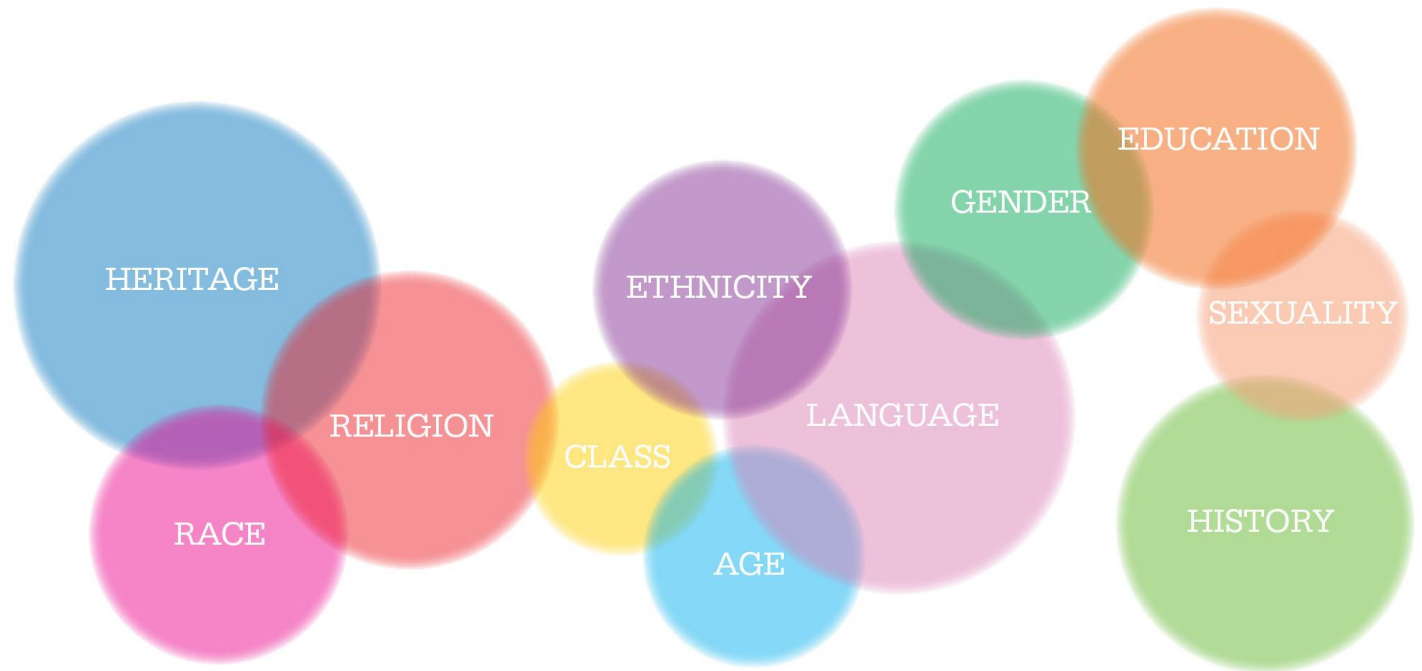
EQUALITY



EQUITY

Diversity
is multifaceted

Intersectionality
intensifies the issues





Do women have to be naked to get into the Met. Museum?

Less than **5%** of the **artists** in the Modern Art Sections are women, but **85%** of the **nudes** are female.

GUERRILLA GIRLS Box 1056 Cooper Sta. NY, NY 10276
CONSCIENCE OF THE ART WORLD

WOMEN ARE STILL PAID LESS IN 2019

UNCONTROLLED GENDER PAY GAP

THIS MEASURES MEDIAN SALARY FOR
ALL MEN AND ALL WOMEN



WOMEN EARN

79¢

FOR EVERY \$1 EARNED BY MEN

CONTROLLED GENDER PAY GAP

THIS MEASURES MEDIAN SALARY FOR MEN AND WOMEN
WITH THE SAME JOB AND QUALIFICATIONS.



WOMEN EARN

98¢

FOR EVERY \$1 EARNED BY MEN



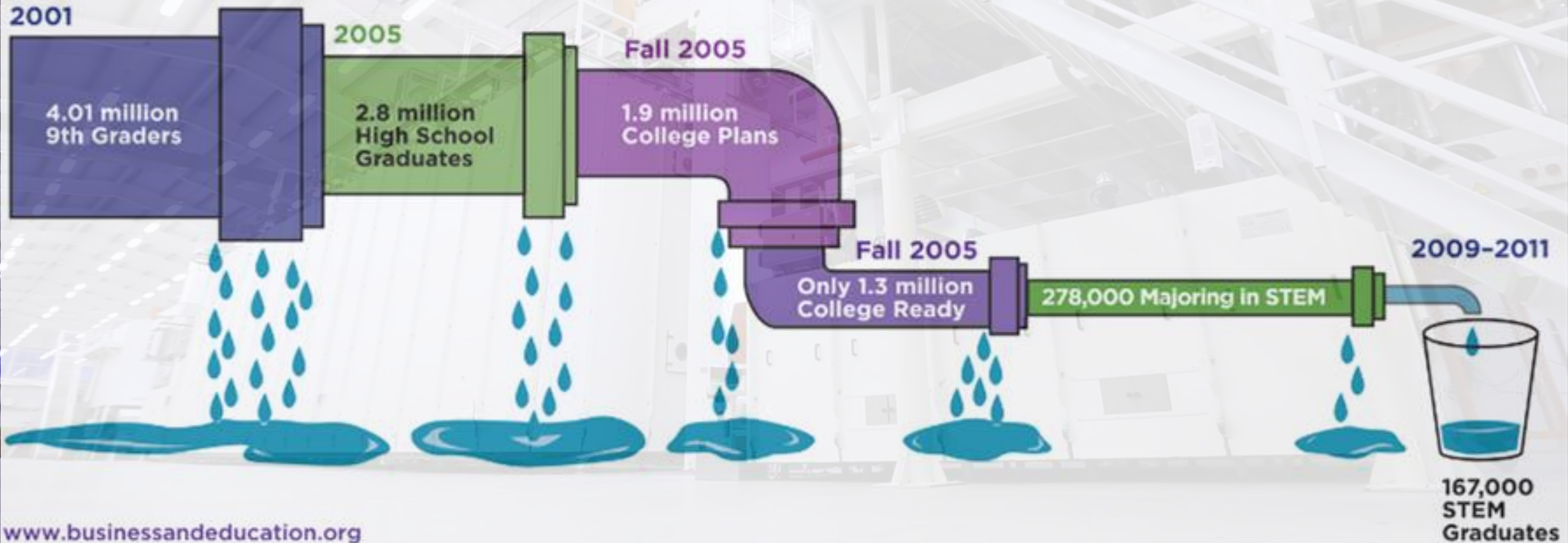
PAYGAP

THE HIGHER THE POSITION, THE HIGHER THE GAP

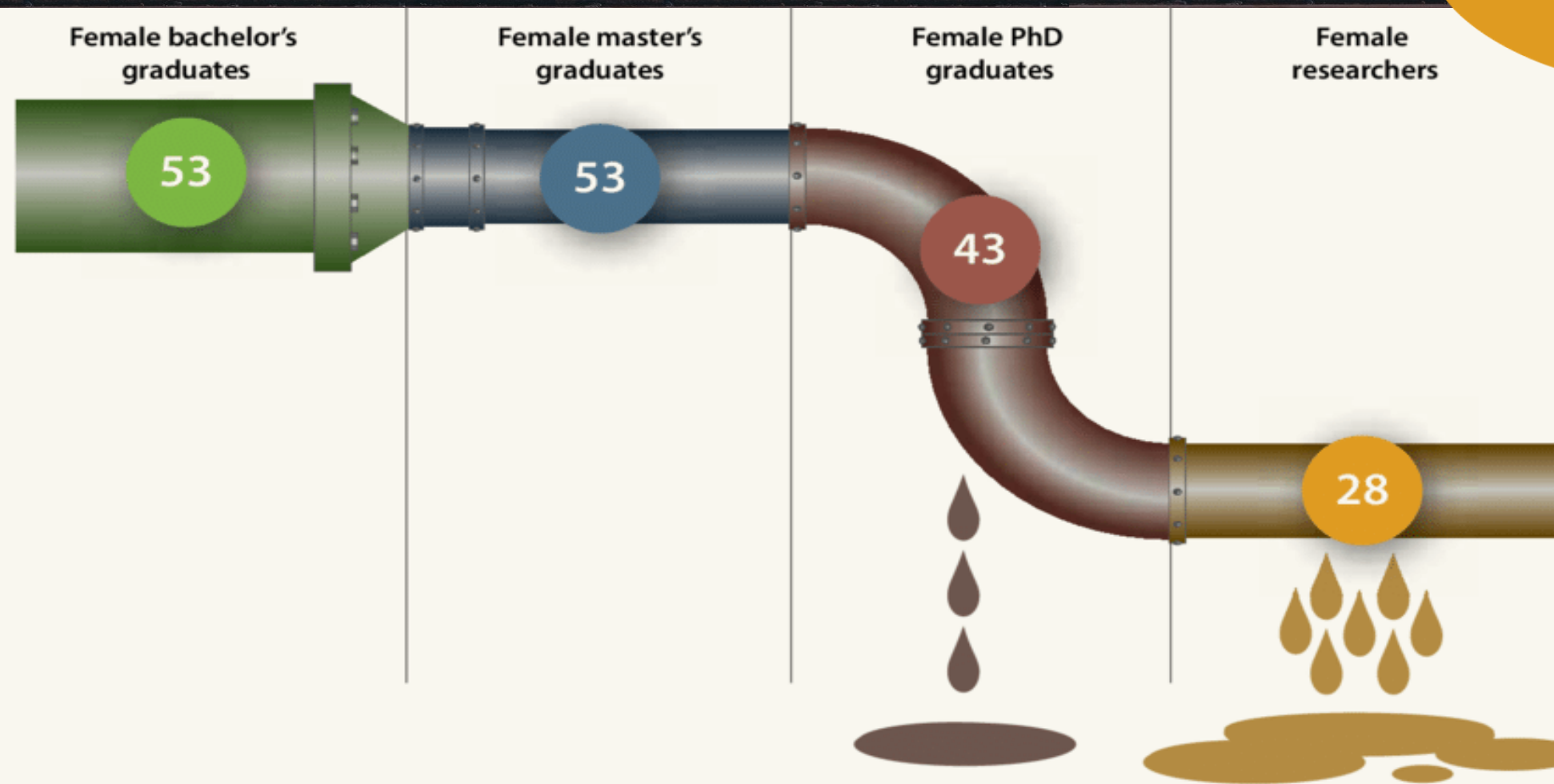


Education and Career

A Leaking STEM Pipeline



Education and Academia



Source: UNESCO Institute for Statistics estimates based on data from its database, July 2015



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38,214.47 ↑ 87.39

[NSE Loser-Large Cap](#) ›**Infosys**

786.10 ↓ -28.70



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**Axis Long Term
Plan-Growth**

Indian-American MIT Prof Abhijit Banerjee and wife wins Nobel in Economics

Banerjee, born in 1961 in Mumbai, bagged the award for his "experimental approach to alleviating global poverty".



Glass ceiling (noun): an unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities.

2019 "Training women" – The Guardian

Women should have a "good haircut, manicured nails, well-cut attire that complements your body type".



Women should phrase their thoughts and ideas as questions. Women often ramble, so should make sure to speak briefly.

While women should "signal fitness and wellness", they shouldn't flaunt their body. "Sexuality scrambles the mind (for men and women)."

Women should not directly confront men in meetings or talk to a man face-to-face, because men find it threatening.

Women's brains are 6% to 11% smaller than men's.

“Women’s brains absorb information like pancakes absorb syrup, making it hard for them to focus.

Male brains are like waffles; information collects neatly in each little waffle square”...

The Guardian, Oct. 23, 2019



The “unconscious bias”

Men are the breadwinners.
Housework is for women.
Children want their mom.



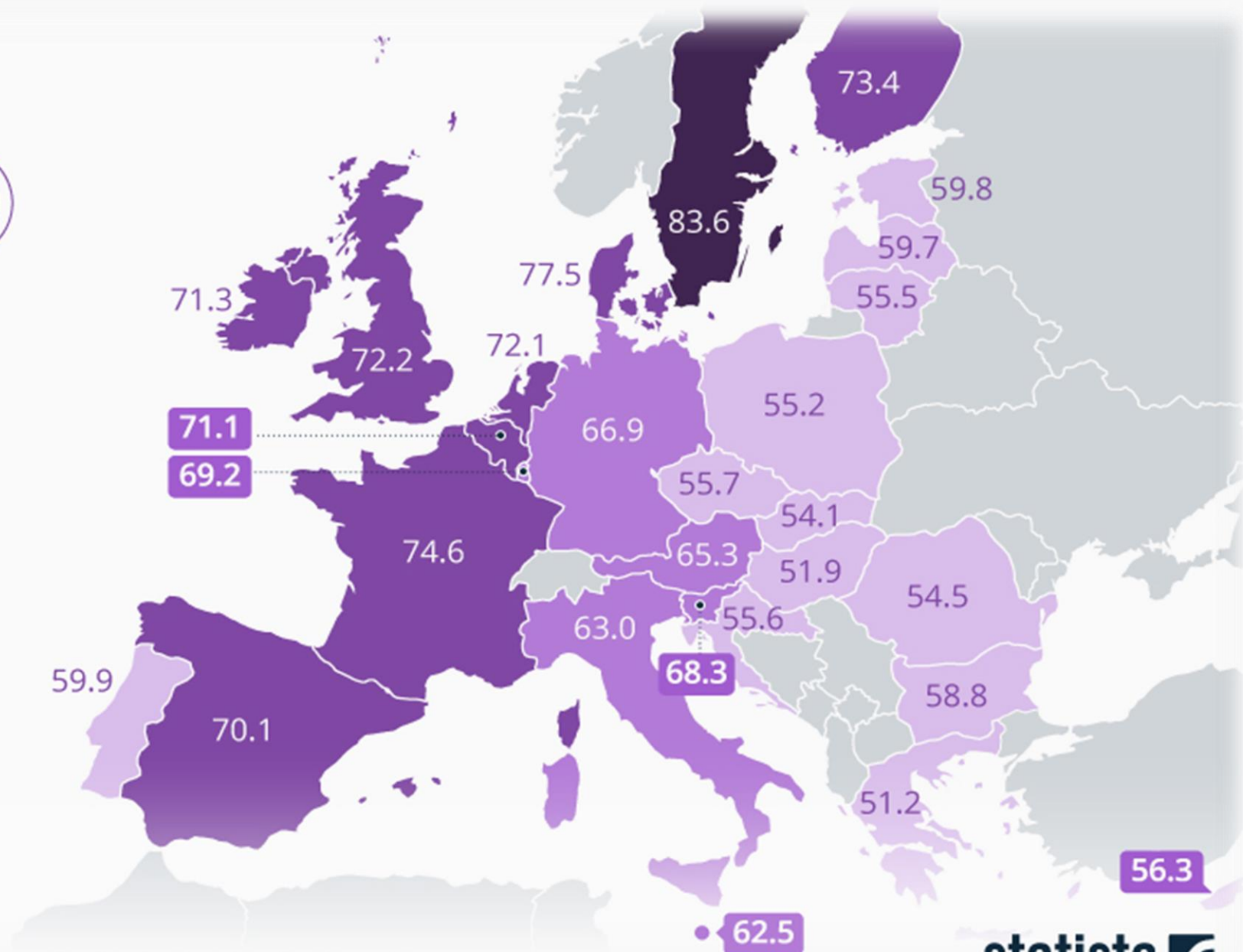
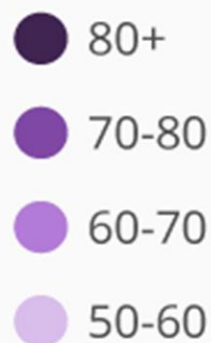
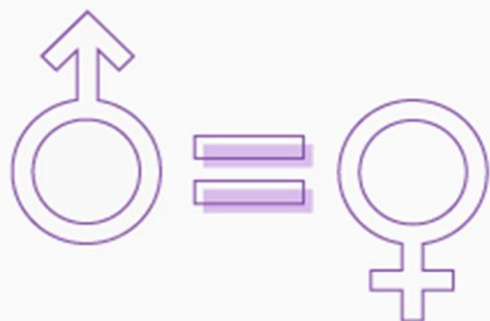
In Greece

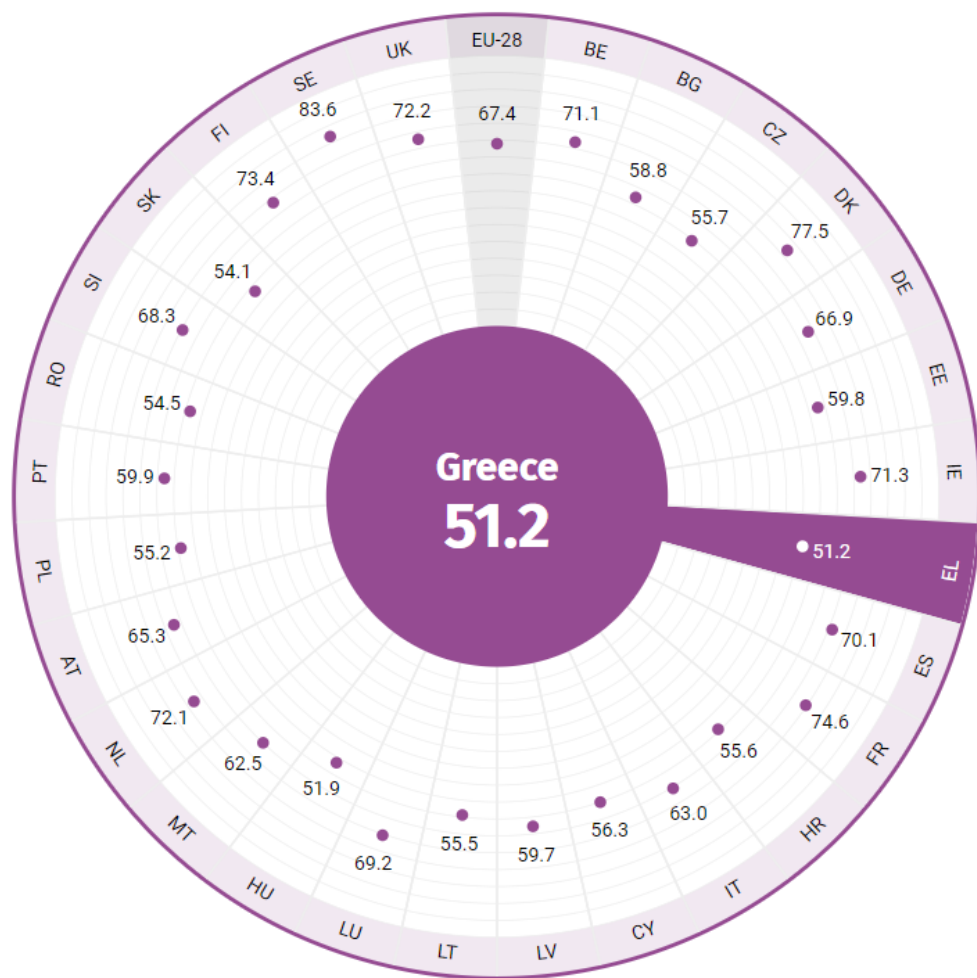
- Even some global companies apply equality policies selectively or not at all
- The legal framework needs improvement. Government's initiatives awaited
- Until then, we rank last in the gender equality EU index



The State of Gender Equality Across The EU

Results of the 2019 Gender Equality Index (100 = full equality)





Are we doing
something wrong?



Sexism persists
when we don't.



~~It is what it is
Not what it should be~~



When women
do better,
economies
do better.

Christine Lagarde
Managing Director, IMF



**Women in Business
3rd Forum, Nov 2019**

Thank you!

Zozeta Miliopoulou, Ph.D.