

Deloitte.

Global Gender Affairs
Impacting issues of
importance



Global Gender Affairs

Our Commitment

Deloitte is firmly committed to providing cross-industry and deep government experience to the communities we serve around the world. We leverage our insights and relationships to impact issues of importance. Specifically, Deloitte is a leader in providing actionable perspective on the role of women in global economies. We believe that empowering women can help strengthen national and international economies. We work with our clients and contacts in countries across the globe to help them in their efforts to empower and enable all people to contribute to the global economy.

Our Recommended Methodology:

An approach to impacting gender issues that has several components

Initial Acceptance and a Commitment to Act

Although an issue may be labeled as “critical” or “dire,” there is often a hesitancy to make an initial commitment to the gender issue cause due to tension, fear, or other factors. We believe action can be catalyzed by demonstrating that **to empower women is to empower national and international economies.**

Understanding Culture and Cultural Barriers

We believe **considering the cultural environment and the associated cultural barriers of the host country** is imperative for the success of any initiative. Understanding the history of the issues, both their roots and their environment, can help facilitate the formulation of stronger solutions.

Education

History has demonstrated that overcoming ignorance through education can contribute to growth. According to the World Bank, advancing girls is a “top-ranked social investment” since girls’ education results in reduced birth rates, higher education levels for their children, increased agricultural productivity, and overall higher family incomes.¹ Standing up and managing programs which support continuing education can **provide a continuous flow of knowledge over extended periods of time.** We believe increased success can also be realized by utilizing innovative teaching styles based on the audience and the culture.

Community Galvanization and Organization

We believe the **establishment of federations and associations** can provide a point of entry, an umbrella, and a safer space, in which to take a first step. The community and the synergy created by that community can help to increase the number of participants. A larger group of organizers can help to alleviate fears and insecurity.

¹ The landmark World Conference on Education for All took place in Jomtien, Thailand in 1990, which resulted in the *World Declaration on Education for All: Meeting Basic Learning Needs*. Ten years later the World Education Forum was held in Dakar, Senegal, which produced the *Dakar Framework for Action, Education for All: Meeting our Collective Commitments*.

Financial Support and Economic Empowerment	By participating in financial management workshops, touring successful business operations, and attending events hosted by local women’s business conglomerates, female entrepreneurs can gain insight into ways they can put financial support from micro financing institutions to work.
Governance	We believe the provision of effective and consistent governance is crucial to help ensure that accomplishments in gender issues are preserved and protected. Committing to equality by assessing and strengthening national governance and justice systems can help build capacity and support long-term stability.
Continued Support and Constant Evolution	Continued advocacy, monitoring success, and project evolution are ongoing needs. While understanding that self-sufficiency is the end goal, we believe it is necessary to commit to the continued provision of these needs until the environment is stable on its own.

Profile

Mina Sherzoy is a Manager with Deloitte Consulting LLP who has dedicated her life and work to supporting women in the economy of her native country, Afghanistan. From 2003 to 2005, she served as an advisor on gender issues to Afghanistan's Minister of Commerce (MoC) as the Director of Women Entrepreneurship Development (WED) at the MoC. Under Ms. Sherzoy's supervision, the WED began providing basic business skills to women, including training on how to invest in and manage their own businesses. In 2003, Ms. Sherzoy established the first in history, Afghan Women Business Association, which is committed to educating Afghan women on business, exhibition, design, and management. Ms. Sherzoy's efforts empowered women to tackle everyday challenges and enabled them to take on roles to contribute to the economic and social development of Afghanistan. Through her work, she created programs to allow Afghan women to flourish and advance, in and outside the home.



Deloitte: A Leader in Gender Affairs

- The Emerging Markets Segment of Deloitte's Federal Government Services currently staffs over 180 women on overseas development projects, including locally-hired staff
- Deloitte was cited as the nation's model employer in "The Shriver Report: A Woman's Nation Changes Everything," which was released in October 2009 by Maria Shriver and the Center for American Progress.
- Deloitte proudly supports notable women's research and advocacy organizations including the National Council for Research on Women, Catalyst, and the Forte Foundation.
- Deloitte was recognized in the Top Ten of Working Mother magazine's 2009 list of "100 Best Companies for Working Mothers". Deloitte has been included on the list for 16 consecutive years.
- In 2007, Deloitte received the Catalyst Award, honoring the organization's commitment to innovation and implementation of effective and measurable initiatives to advance women in the workplace.

Thought Leadership

Deloitte is committed to bringing meaningful thought leadership to gender issues around the world. For example:

"The Paths to Power: The Role of Women in Government," March 2010

"Mass Career Customization: Aligning the workplace with today's nontraditional workforce"

by Cathy Benko and Anne Weisberg

2nd Annual International Women's Day Global Webcast, March 2010. For more information, visit www.deloitte.com/iwd.



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