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INTERNATIONAL CONFERENCE

Women's Empowerment in Industry:
Breaking Barriers, Building Futures

18 - 19 September 2025 | ISTANBUL



İmalat
Sanayinde
Kadınların
Güçlenmesine
Yönelik Model
Geliştirme Projesi

Developing
Women Empowerment Models
in Manufacturing Industry Project

The Global Beat of Inclusive Transformation

Keynote Speech by Katja Iversen



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My Three Key Messages to You

1. Gender
equality is
smart
economics.

2. The green and
digital transitions
will fail without
inclusion.

3. Shared
solutions don't
just add up —
they scale up.



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Inclusion means everyone

- Inclusion is not just about women.
- It is also about age, education, ethnicity, class, religion – and the intersections of these.
- True inclusion means ALL talents are welcomed to the party, invited to dance and decide on the music





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Where we stand today

- At current pace: 123 years to full gender parity (WEF June 2025)
- We've seen gains in education, health, political representation
- BUT:
 - Economic participation and leadership gaps remain wide
 - Women still earn ~20% less on average
 - Women's labor force participation = 60% of men's
 - Only 28% of the STEM workforce are women,
In AI only 20%.
In engineering & advanced manufacturing: even lower
- In Türkiye: 23% of engineering graduates, <20% in ICT





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Message 1: Gender Equality = Smart Economics

- \$160 trillion lost globally due to gender inequality (World Bank)
- Closing gender gaps could add \$12+ trillion to GDP (McKinsey)
- Companies with women leaders: +25% more likely to outperform
- Women influence up to 80% of consumer purchases





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Message 2: Green & Digital Transitions Need Inclusion

- Without diversity: unsafe products, biased AI, and designs that fail
- Inclusion = not just numbers, but BELONGING
– on the floor and in the C Suite
- Diversity drives better design





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Message 3: Shared Solutions Scale Up

4 Levers for Change:

- Smart policy & investment
- Public–private action
- Cultures where everyone belongs
- Measure what you treasure

*When Women
Rise, All Rise.*





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“

Action without vision is only passing time, vision without action is merely day dreaming, but vision with action can change the world.

”

- Nelson Mandela





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This is what I hope you will remember

1. Gender equality is smart economics.

2. The green and digital transitions will fail without inclusion.

3. Shared solutions don't just add up — they scale up.

