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Magazine

Unequal Labour Market

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inside

A skilled population is a key

The world is changing all around us. A skilled population is a key to a country's sustainable development and stability. We know that obtaining a quality education is the foundation for improving people's lives and sustainable development. To contribute to skill people over the next ten years and beyond, we must look ahead, understand the trends and forces that will shape our business in the future and move swiftly to prepare for what has to come. We must get ready for tomorrow today. We will make it possible for youth and young adults all over the world to gain skills they can use in the labor market or create their own jobs. We will make it possible for every person to have lifelong learning opportunities to acquire the knowledge and skills they need to fulfill their aspirations and contribute to their societies.

The creative power

Lucubrate project started in 2017 by NKB. The aim of the project is to become one of the world leaders in knowledge transfer independent of the country you live in. Lucubrate gives quality and service as a premier global supplier of a broad range of integrated learning systems, learning modules and components to skill people. To meet the changing needs for skills and ensure the students' success, we have a culture that values the diversity of people and thought.

The Lucubrate Magazine

The Lucubrate publishes a weekly magazine. The Lucubrate Magazine highlights education and development. Development in this context can be technological, educational, individual, social or global, and everything related to education.

Article 1

Women Remain Severely Underrepresented in the Worlds of Technology and Entrepreneurship

Women may hold up half the sky, as per the Chinese proverb, and they account for half of all tech users, but they remain severely underrepresented in the worlds of technology and entrepreneurship. This is unsustainable and unacceptable. It harms technological development, holding back societal and economic progress. [1]



Photo: Bruce Mars

The education pipeline isn't fixing the problem

It is hardly news that women—particularly women of color—are chronically underrepresented in the tech sector. Perhaps more alarming is that the trend is headed in the wrong direction. The percentage of computing roles women hold has largely declined over the past 25 years. [2]

Gender disparity in technology jobs is wide and deep. It exists at U.S., European and Asian companies; it's seen at the rank-and-file, executive and board levels; and it extends to salaries as well as slots. Female tech entrepreneurs also get far less venture capital than startups led by men. Larry Summers, as president of Harvard University, suggested in 2005 that innate differences between boys and girls might explain the lack of female scientists and mathematicians. He later apologized, but the incident exposed a grim reality: The education pipeline isn't fixing the problem.

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Even though high-school girls outperform boys in math and science, boys are more likely to take the standardized tests that lead to a college major in STEM (science, technology, engineering, and math) subjects. One study showed college-age women tended to steer clear of those majors because, unlike young men, they think they must be brilliant and not just hard working to succeed. Women also leave high-tech jobs at twice the rate of men, putting a spotlight on the culture of tech workplaces. [3]

Should More Woman Work in the Technology Sector?

Lack of gender diversity carries with it a major opportunity cost, both for individual tech companies and the entire sector. Diverse teams, including those with greater gender diversity, are on average more creative, innovative, and, ultimately, are associated with greater profitability. This strong positive correlation between higher levels of employee diversity and stronger financial performance has been demonstrated consistently across sectors and geographies, and tech is no different. Plus, tech companies' recent public struggles on gender-related issues have demonstrated there are real, immediate costs that result from a lack of inclusion and diversity—lost stock value, lower market share, HR costs, and public relations costs, among others.[2]

“Technology is no longer a male domain,” says Monica Eaton-Cardone, CIO and co-founder of the Chargeback Company. *“As advances in technology require new thinking that only different backgrounds and experiences can offer, we need to escape these age-old stereotypes.”* Few would argue with those sentiments. Digital technology, in particular, is now so deeply embedded in all our lives that from a consumer perspective, there really is no gender divide – men and women are equally enthusiastic users of the services and functionality delivered by smartphones, tablets, smartphones and the rest. In theory, then, a digital tech industry that is addressing a huge female audience – let's assume 50% total – with its products and services should also be employing a similar percentage of women.[4]

Early speech recognition software struggled to recognize women's voices. In 2014, Apple released a health app that could keep track of a wide-ranging set of health metrics – including blood-alcohol content – but which initially failed to account for menstruation. Despite being equal users of technology, women do not participate equally in its development. The tech industry is male-centric, and it is easy to see why.[1]

We Can See the Trend at the Education Institutions

The lack of diversity in the tech sector is not a recent phenomenon; it has been a significant and consistent challenge for tech companies for many years. From tech start-ups to Fortune 500 industry anchors, tech companies of all sizes recognize that their workforce continues to draw mainly from a small segment of the talent pool—predominantly white and Asian men from elite educational institutions. Drawing from a narrow talent pool leaves money, innovative ideas, and star employees on the table—and potentially exposes organizations to criticism and reputational risk.

In the UK more than a third of young men (36%) aspire to work in the tech sector compared with just 13% of women. [4]. Only 5% of leadership positions in the world in the technology industry are held by women. [1]

Over a quarter of women students say that they have been put off a career in technology because they view it as too male-dominated. We urgently need talented women role models in tech to challenge this perception. Initiatives that show how technology as a force for good will also help. Fifty percent of women say that feeling like the work they do makes the world a better place is the most important factor when deciding their future careers.[1]



Photo: Pixabay

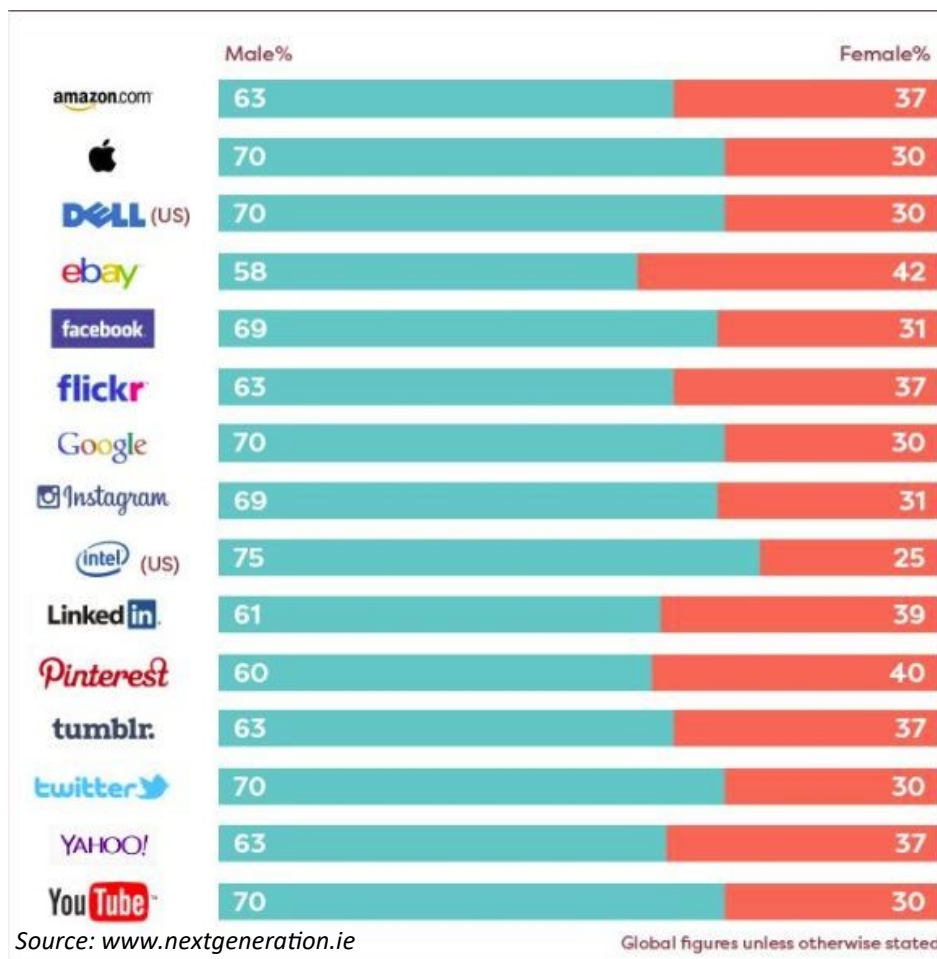
The Picture of Today

Despite the growing number of voices pushing for gender equality across the United States, and many tech companies stating that diversity is a priority, we are not yet seeing concrete gains in the tech industry. If tech companies can successfully create pathways for women and girls—particularly the most marginalized women and girls of color, who face the greatest number of barriers—to pursue careers in technology, the industry will benefit from a much broader talent pool and realize new economic opportunities. [2]

Women comprise just [5]:

- 11% of chief information officer roles in tech companies
- 11% of senior leadership roles in tech companies
- 19% of bachelor's degree recipients for computer and information sciences
- 23% of high school Advanced Placement Computer Science exam takers
- 26% of jobs in the computing workforce

We can look at the biggest technology companies to get a picture of the situation. The male dominance becomes very visible when we count the numbers in the different companies.



What can we do?

Best practices to increase tech gender diversity through philanthropic and CSR investments

A research carried out by McKinsey [5] discuss several possibilities. The research distills evidence from across the field to identify the approaches showing the most promising results in increasing the number of women studying computing and entering tech. A few critical best practices emerged from this research. Tech companies can draw on them in the design of their own programs and when engaging with organizations they fund or partner with.



1. Focus on women and girls

As part of a broader diversity effort, it is important for companies to support either girls-only programs or coeducational programs that focus on achieving at least 40 percent representation of girls through proactive recruitment and retention steps. Maintaining a focus on women's equal representation, with stated goals at the program level, is the only way to avoid replicating the same gender ratios we see in tech today.

2. Solve for those facing the most barriers— underrepresented women and girls of color

Women experience different types of roadblocks and biases when studying computing and pursuing a career in tech due to their race or ethnicity, socioeconomic status, sexuality, and other elements of their identities and backgrounds. Companies can support strategies and

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programs that attend to the specific challenges faced by the subsegments of women who are facing multiple forms of marginalization. Focusing on the experiences of those who face the greatest number of barriers will spur solutions that ultimately improve the inclusivity of the tech sector for all underrepresented groups.

3. It is never too late; consider multiple on-ramps

Girls and women can begin their journey into tech at many different points in their lives. According to our research, because girls are less likely than boys to have exposure to computing as children, later on-ramps—such as those during higher education—offer high-impact opportunities to make up lost ground by involving women and girls who have minimal previous exposure.

4. Deliver eight critical building blocks for success

The evidence base points to eight components that programs need to incorporate to empower women and girls to succeed in tech. Tech companies should work with their partners to ensure these success factors are in place to maximize the impact of their investments:

1. Offer on-ramps for beginners.
2. Create a sense of belonging.
3. Build her confidence in her abilities.
4. Cultivate a community of supportive peers.
5. Ensure adult gatekeepers (family, teachers, counselors) are encouraging and inclusive.
6. Foster interest in computing careers.
7. Create continuity between computing experiences.
8. Provide access to technology and computing experiences.



Photo: Christina Morillo

5. Connect programs to each other

Most programs only target one particular stage in the tech journey. However, if the experience of women and girls in tech are one-off, they are less likely to remain engaged in computing. Companies can encourage the programs they support to connect with one another and transition young women smoothly from one experience to the next—and invest to fill any gaps in program offerings. Developing this “connective tissue” increases the likelihood that the experiences in which a company invests will ultimately lead women to enter the sector.

6. Measure impact

Companies can drive knowledge development by funding organizations and grantees to collect data against a consistent set of metrics. This report contains a dashboard that captures the relevant metrics for companies to apply across their CSR and philanthropic programs related to women in tech; the intention is to help the field coalesce around a manageable set of indicators that will enable us to understand what works.

How to Give Women More Space?

Together, tech companies have the opportunity to dramatically shift the trajectory of women and girls entering the industry and make tech an exciting career opportunity for all. Getting this right will result in women participating in the tech workforce in equal numbers as men. Achieving greater equality is a business imperative for the sector—and the benefits will spread far beyond it.



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Women are under-represented in the tech sector. Not only that, but they're underpaid, often passed for promotions and faced with everyday sexism. It's no wonder women are more likely to leave the industry within a year compared to their male counterparts. This all has real-world consequences for the future of society and technology. How can devices and programs be built for everyone, if not everyone is involved in its production? Women make up half the world, so it's only logical they make up half the workforce. It's time we focus on the next generation of tech talent and make sure gender equality exists for the good of everyone. This means more flexible working arrangements, more women in leadership roles and more encouragement at an early age for girls and boys to pursue whatever they are naturally interested in.

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- [1] Sheridan Ash, David Gann, Mark Dodgson: The tech industry needs more women. Here's how to make it happen. World Economic Forum 09 Nov 2017
- [2] .WHY AREN'T THERE MORE WOMEN IN TECH? Next Generation Sep 3, 2018
- [3] Women and Tech. Blomberg, 8. August 2017
- [4] Trevor Clawson: Escaping The Stereotypes – Women Are Underrepresented In Tech But There Are Solutions Forbes Mar 14, 2018
- [5] REBOOTRE PRESENTATION, PIVOTAL VENTURES, AND MCKINSEY & COMPANY (2018)

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Article 2

What is and What isn't?

By Peter Welch, Georgia, CEO GlobalCfo.LLC

Who says accountants can't have fun!! Accounting for IAS 40 in 40 seconds Ready? Go! - Have fun



Photo: Scott Webb

The IASB, especially the Annotated Red Book provides a myriad of information that should be read when addressing IAS 16 PP&E application issues.

- depreciation methodologies
- depreciable amount and depreciation period
- Identification/explanation of all expenses that can be capitalized
- Subsequent expenses
- IAS 8 Policies and Procedures
- IAS 16 vs IAS 2 discussion
- impairments
- compensation for impairments
- Derecognition

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- Disclosures
- transitional provisions
- IFRIC updates
- IAS 38 intangible assets
- IFRS 16 leased assets

Documentation, Documentation, Documentation

Whether it is IAS 16 or any other IFRS standard, all standards, as indicated earlier, should be thoroughly reviewed and understood. As we cover IAS 40, Investment Properties, IAS 16 comes again into play as properties can be ‘deactivated’ as investment properties and become classified as ordinary PP&E. As you read IAS 40, you will note that there is a multitude of transaction types that need to be understood. From a comparability perspective, it makes sense to codify how to account for certain and probably one-off transactions.

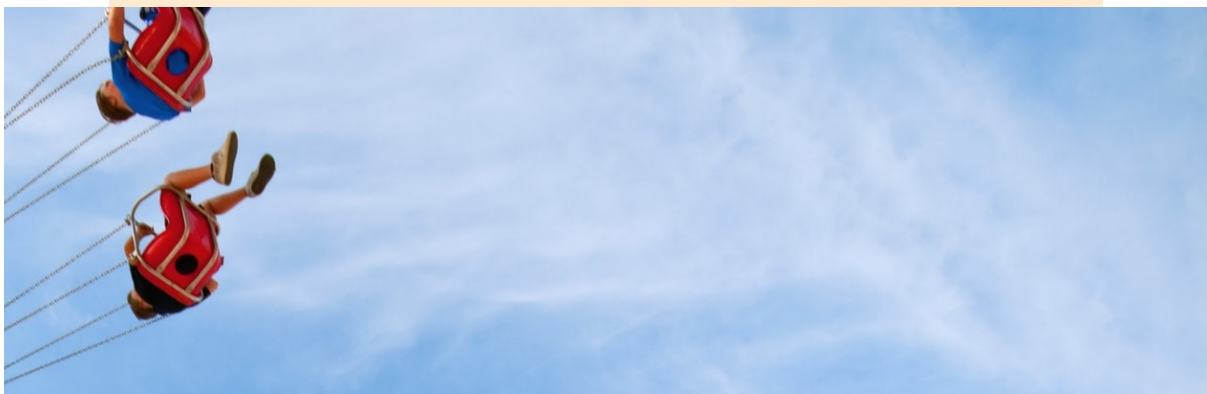
Given the currency value of investment property, clearly these are not prepaid expenses, non-compliance with the standard could well result in significant material inaccuracies besides violating the framework and faithful representation. Note also, that depending upon the intention of management, IAS 2, inventories, may also come into play here. Clearly, there is no question that documentation, documentation (repeated deliberately) is absolutely critical here. Documentation, don’t forget, come into play any time and perhaps even daily throughout the course of the fiscal year. Meeting with the auditors is not the time to reconsider documenting the nature of the transaction or what management intended. As you’ll read here, IAS 16 and IAS 40 are very similar in accounting. Both require calculating and recognizing any gains or losses and both use a ‘deemed’ cost concept.



What is and What isn't Investment Property

Relative to the IASB (definitions) para 8 and 9, what is and what isn't Investment property:

8. *The following are examples of investment property:*
- a. *land held for long-term capital appreciation rather than for short-term sale in the ordinary course of business. [Refer: paragraph 9(a)]*
 - b. *land held for a currently undetermined future use. (If an entity has not determined that it will use the land as owner-occupied property or for short-term sale in the ordinary course of business, [Refer: paragraph 9(a)] the land is regarded as held for capital appreciation.) [Refer: Basis for Conclusions paragraph B67(b)(ii)]*
 - c. *a building owned by the entity (or a right-of-use asset relating to a building held by the entity) and leased out under one or more operating leases.*
 - d. *a building that is vacant but is held to be leased out under one or more operating leases.*
 - e. *property that is being constructed or developed for future use as investment property.*
9. *The following are examples of items that are **not investment property** and are therefore outside the scope of this Standard:*
- a. *property intended for sale in the ordinary course of business or in the process of construction or development for such sale (see **IAS 2 Inventories**), for example, property acquired exclusively with a view to subsequent disposal, in the near future or for development and resale.*
 - b. *owner-occupied property (see IAS 16 and IFRS 16), including (among other things) property held for future use as owner-occupied property, property held for future development and subsequent use as owner-occupied property, property occupied by employees (whether or not the employees pay rent at market rates) and owner-occupied property awaiting disposal.*
 - c. *property, that is leased to another entity under a finance lease.*



Common Journal Entries Transactions

Ok, you now have a perspective of the difference between IAS 16 and IAS 40. However, from a reality perspective, PP&E under IAS 16 will in all likelihood be very common journal entries transactions. On the other hand, IAS 40, might and only might become transactions every now and then.

Now, who says accountants can't have fun!! Accounting for IAS 40 in 40 seconds Ready? Go!

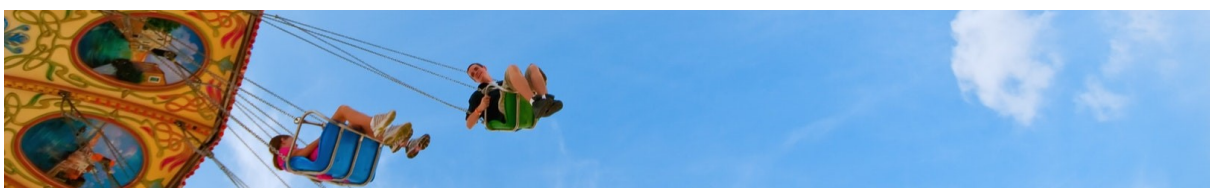
The accounting for IAS 40 Investment Property is identical to that of IAS 16 (Property, Plant and Equipment),
EXCEPT
that IAS 40 revaluations (both positive and negative) go to the income statement (not revaluation reserve)
AND
there is no depreciation if revaluations are carried out every year.
DONE! .

courtesy of IFRSbox and Professor Robin Joyce

Any remaining seconds should be spent on learning the classifications and rules of IAS 40 Investment Property.



Therefore, as you can see, the criterion for investment property must include (rental) income and or capital appreciation, neither present with PP&E.



Relative to the IASB (definitions) para 20-21 and 30, measurement at and after recognition:

Measurement at recognition

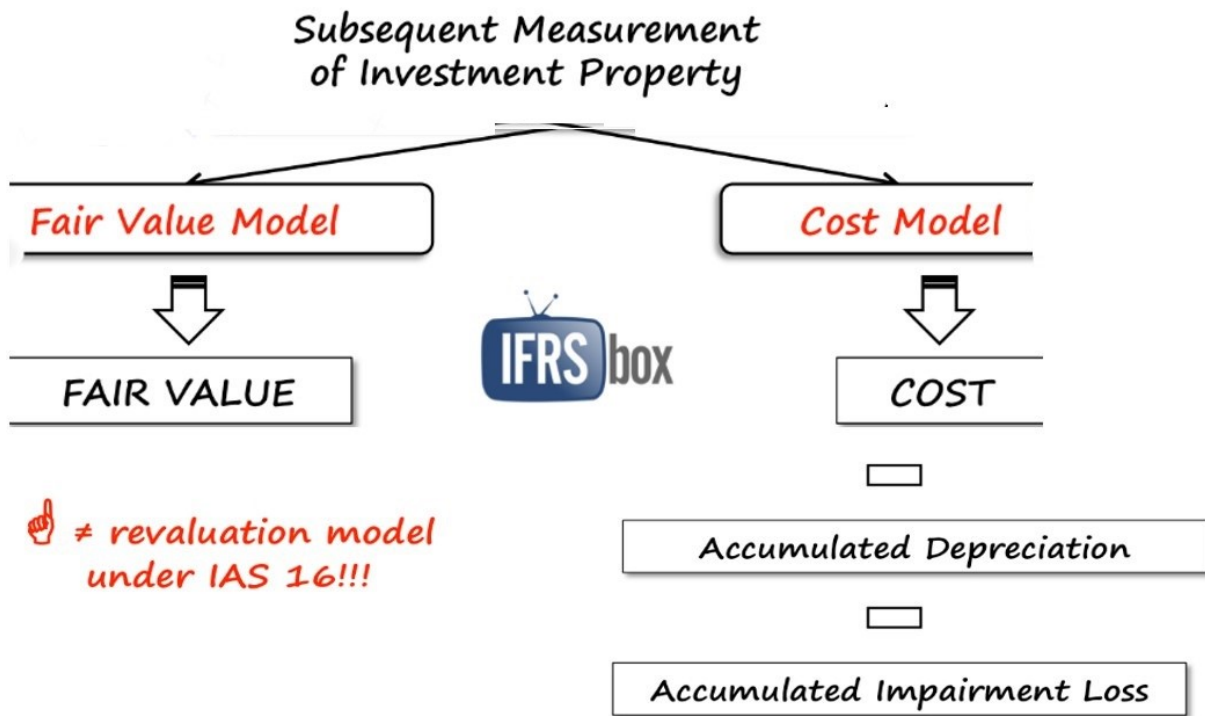
20 An owned investment property shall be measured **initially at its cost**.

Transaction costs shall be included in the initial measurement.

21 The cost of a purchased investment property comprises its purchase price and any directly attributable expenditure. Directly attributable expenditure includes, for example, professional fees for legal services, property transfer taxes and other transaction costs.

Measurement after recognition (Accounting policy)

30 With the exception noted in **paragraph 32A**, an entity shall choose as its accounting policy **either the fair value model in paragraphs 33-55 or the cost model in paragraph 56** and shall apply that policy to all of its investment property. for IAS 40 Investment Property



Remember above (40 seconds): there is no depreciation if revaluations are carried out every year.



Courtesy of IFRSbox

The Transfers from and to investment property

When we speak about transfers related to investment property, we mean the change of classification, for example, you classify a building previously held as property, plant and equipment under IAS 16 to investment property under IAS 40.

The transfers are possible, but only when there's a change in use or asset's purpose, for example (refer to IAS 40.57):

You start renting out the property that you previously used as your headquarters (transfer to investment property from owner-occupied property under IAS 16)

You stop renting out the building and start using it for yourself

To be continued (note that any references to 'fair-value' triggers IFRS 13 Fair value measurement, later)

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Mr. Peter Welch, CEO of GlobalCfo.LLC

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(<http://www.GlobalCfoLLC.Com>).

Acknowledgments

IFRS Workbook 2017 Inventory. *The set of books provides a book for every standard. Our acknowledgment to Mr. Prof. Robin Joyce.*

Thanks also to IFRSbox and Silvia for her valuable contribution as a reference source. Ms. Silvia Mahútová runs the website www.ifrsbox.com dedicated to helping people understand and learn IFRS in an easy way. In 2018, her website has over 130 000 visits per month and students come from more than 130 countries around the world.

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Article 3

Satisfaction is the Magic

By: Sameh Nabil, Egypt

The feeling of satisfaction differs from the one to the another. There are many different factors that influence us. The key is to identify these different factors for each employee and create individual solutions.



Last week, we talked about the importance of achieving the balance between the two main partners in the business (the company and the employees). Now it is time to ask ourselves how we can make it.

The Happy Employee

How can we make our company gain and get profit, and at the same time the employee feel happy? To answer this question and to find the point of balance, you have to search for one word, “the magic word”, the keyword for everything.

You Must Search for “Satisfaction”

What do you mean by satisfaction? Do you mean satisfaction from your point of view? Alternatively, do you mean from the company point of view? Alternatively, the employee point of view? Alternatively, the customer point?

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Let's suggest that satisfaction have the same meaning from all these points of view. This is because when you satisfy one partner you will satisfy other partners. This will keep the success of the partnership.

We suggest that satisfaction is of one of the most important issues for success. What can you do to make your employees with different qualifications, ages, cultures, directions, education, personalities, and skills to feel satisfied?

The Feeling of Being Satisfied

"Feeling satisfied "is more accurate than "satisfied", as you can be satisfied because you have no other options or you are forced to be satisfied. However, feeling satisfied is an internal feeling.



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We are All Different

So let's go back to our point; "How can we make our employees feeling satisfied regardless of their variety?" We mean feeling satisfied in his/her working environment. I think the feeling you get from work will influence your personal life. The two are linked together; the feeling at work and the feeling at home. We can ask ourselves some questions like: Does the feeling of satisfaction differ between different regions like between employee from Europe and the Middle East? Does the feeling of satisfaction differ between sex, from a male and female employee? Does the feeling of satisfaction differ according to the employee ages? Does the feeling of satisfaction differ according to employee job grades? We can ask many other similar questions. The answer to these all these questions is "Yes". The feeling of satisfaction differs from the one to the another. There are many different factors that influence us. The key is to identify these different factors for each employee and create individual solutions. We can suggest:

The Feeling of Satisfaction = Identifying different needs deficiencies + filling these deficiencies completely

Next week we will talk in depth about satisfaction feeling within any successful organization.

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Gaps in Labour Force Participation

Many people around the world spend their time on quite different activities than using computer, smartphone, and internet. Some of them need a hand to get a better life.

New Life Ministry

New Life Ministry has been working for many years and as a result the image of women has been changing from various angles in different phases. There was a time when women were oppressed and considered a lesser creation compared to men but with the passage of time the image of woman has also developed as well as the air of understanding between opposite genders. Men trust the female members of their families in a positive manner and do allow women to come forward and help them in possible ways.

With the help of some generous friends, New Life Ministry has helped many women to learn trades and help their families. By equipping skills, the women find value in their families and society. Some of their students are now actively helping their families by using the skills they have got.



New Life Ministry (NLM)

Will you give
a hand?

is determined to take care of children with physical disabilities. NLM has been working for their betterment the last 15 years.

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Gender Gaps in Labour Force Participation Remain Wideing

Globally, the labour force participation rate for men and women aged 15 and over continues its longterm decline; it stands at 61.8 per cent in 2018, down by 1.4 percentage points over the past decade. The decline in women's participation rate has been slower than that of men, resulting in a slight narrowing of the gender gap.



These trends reflect different patterns across the life cycle, resulting from changes in both education participation among youth and, at the other end of the scale, older workers' retirement choices. The headline finding, however, is that, on average around the world, women remain much less likely to participate in the labour market than men. At 48.5 per cent in 2018, women's global labour force participation rate is 26.5 percentage points below that of men. Since 1990, this gap has narrowed by 2 percentage points, with the bulk of the reduction occurring in the years up to 2009. The rate of improvement, which has been slowing since 2009, is expected to grind to a halt during 2018–21, and possibly even reverse, potentially negating the relatively minor improvements in gender equality in access to the labour market achieved over the past decade.

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The gap in participation rates between men and women is narrowing

Underlying this global trend, there are considerable differences in women's access to the labour market across countries at different stages of development. The gap in participation rates between men and women is narrowing in developing and developed countries but continues to widen in emerging countries, where it stands at 30.5 percentage points in 2018, up by 0.5 percentage points since 2009.

This trend is projected to continue into 2021, as women's participation rates will decline at a faster pace than men's. While the widening gender gap in participation rates shows that women in emerging countries are still a long way from catching up with men in terms of labour market opportunities, it also reflects the fact that a growing number of young women in these countries are enrolled in formal education, which delays their entry into the labour market. In fact, since the early 1990s, gender gaps in participation rates among youth aged 15 to 24 in emerging countries have been widening, whereas gender gaps in educational attainment have shrunk considerably. Gender gaps in labour market participation are especially wide in the Arab States, Northern Africa and Southern Asia, and are expected to remain wide in the near future, mainly due to the extremely low participation rates of women in the labour market in these regions. Underlying this trend, there is concern that owing to restrictive gender and cultural norms women in these countries are more constrained in terms of their options to seek paid employment.

Equal Educational Achievements Contribute to More Equality in the Labour Market

Conversely, women's participation rates are gradually approaching those of men in many developed countries. At 15.6 percentage points in 2018, the gender gap in participation rates in this group of countries is the lowest recorded since 1990; although it remains wide in a number of countries, especially in Southern Europe, it is projected to narrow further by 2021. Much of the progress achieved over the past couple of decades in developed countries can be attributed to the fact that women and men in these countries have near equal educational achievements and women face less restrictive social norms regarding paid work.

Public policies also play an important role. For instance, family support policies, which aim to improve work–life balance, rights to paid leave and return to equivalent work, as well as affordable childcare services for working parents, are known to have made a substantial contribution to lifting the participation rates of women, and especially those of mothers, in these countries. Having said that, evidence of persistent gender pay gaps in many developed countries highlights ongoing problems of gender gaps in job quality despite women's increasing labour market presence.

Because women have significantly improved levels of human capital (e.g. education and experience), which have even overtaken those of men in several developed countries, new research is pointing to other factors that can explain the enduring wage penalty faced by women, such as employers' discriminatory hiring and promotion practices, for example.

Meanwhile, developing countries show the smallest gender gap in participation rates (11.8 percentage points in 2018), which is expected to remain stable throughout the period 2018–21. Women in this country group have one of the highest rates of participation (69.3 per cent), which often reflects the economic necessity to seek employment, driven by the prevailing poverty and a lack of access to social protection



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Headlines in 2018

- Gender gaps in labour force participation remain wide
- Women are more likely than men to be unemployed in large parts of the world
- Vulnerable employment is more severe for women in developing countries
- Informality remains pervasive among women in emerging and developing countries
- Working poverty is widespread among both men and women
- Gender gaps in the labour market aggravate social protection gaps
- Significant additional efforts are required to close gender gaps in the labour market



Photo:
Cassiano Psomas

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The text is from WORLD EMPLOYMENT SOCIAL OUTLOOK. TRENDS FOR WOMEN 2018. Global snapshot. ILO Mars 2018

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Book

The Future of Tech Is Female

By Douglas M. Branson



The Future of Tech Is Female: How to Achieve Gender Diversity

Tech giants like Apple and Google are among the fastest growing companies in the world, leading innovations in design and development. The industry continues to see rapid growth, employing millions of people: in the US it is at the epicenter of the American economy. So why is it that only 5% of senior executives in the tech industry are female? Underrepresentation of women on boards of directors, in the C-suite, and as senior managers remains pervasive in this industry. As tech companies are plagued with high-profile claims of harassment and discrimination, and salary discrepancies for comparable work, one asks what prevents women from reaching management roles, and, more importantly, what can be done to fix it?

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The world is changing all around us. A skilled population is the key to a country's sustainable development and stability. We know that obtaining a quality education is the foundation to improving people's lives and sustainable development. To contribute to skill people over the next ten years and beyond, we must look ahead, understand the trends and forces that will shape our business in the future and move swiftly to prepare for what has to come. We must get ready for tomorrow today. We will make it possible for youth and young adults all over the world to gain skills they can use in the labour market or to create their own jobs. We will make it possible for every person to have lifelong learning opportunities to acquire the knowledge and skills they need to fulfil their aspirations and contribute to their societies.

The Lucubrate project started in 2017 by NKB. The aim for the project is to become one of the world leader in knowledge transfer independent of the country you live in. The Lucubrate Magazine is a part of the Lucubrate project.

We recognize the creative power that comes from encouraging collaboration and innovation among a team of knowledgeable experts. This unique energy is our greatest competitive advantage in the world marketplace.

- Our purpose is to bring Quality Education and Skills Everywhere.
- Our mission is to support education for building skills to all kind of businesses to create possibilities for jobs and make a lasting difference to people's lives. Globally. 24/7.
- To be the world leader in knowledge transfer across all borders.

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**Unequal
Labour Market**

