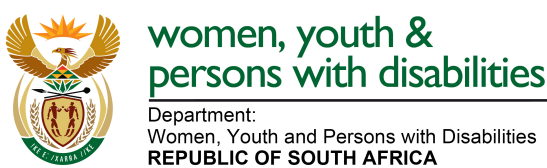# Insights that shaped
the conversation

Mainstreaming Gender in Policy & Business

- By 2050, Africa will have 1.2 billion women and girls — unlocking their potential is critical for global progress.
- Gender mainstreaming must be embedded in core business strategies, policy development, budgeting, service delivery, and HR practices.
- It is importance to have Data-Driven Gender Inclusion using gender-disaggregated data and gender-transformative KPIs.
- Regulatory reform to allow fintechs, telcos, and retailers to participate in financial services is needed.
- Despite backlash against diversity policies, international pension funds and impact investors continue to push for inclusive investment strategies.

The Least Represented Sector

- Women in STEM fields are often present in leadership spaces but lack real influence.
- The absence of diverse voices leads to missed opportunities for innovation and inclusion.
- Leaders from these sectors called for intentional leadership, pipeline development, long-term investment and policy alignment to address systemic barriers.
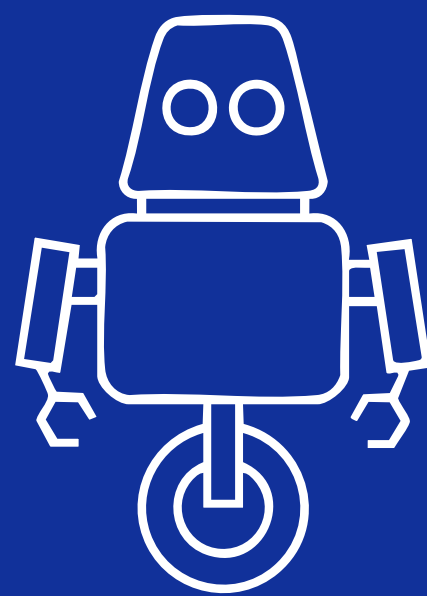
Youth & Innovation Fireside Chat

- Social Coding SA students presented AI and robotics solutions to address gender-based violence and unemployment.
- Emphasis placed on engaging boys as allies and empowering girls with digital skills.
- Social Coding SA highlighted the need for dignified, meaningful opportunities for youth in underserved communities.
- They called for better school infrastructure, access to sanitary products, and real opportunities.