

Mainstreaming a Gender Perspective in Industrial Policy

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1. Why it matters

Gender inequality in industrial policy



Women are **overrepresented** in:

Low-paid, precarious, and informal segments of industrial value chains

Women are **underrepresented** in:

ownership, technological upgrading, and economic governance

The missing opportunity



Lower employee turnover

Expanded talent pool

Improved market reach and
customer insight

Higher creativity and innovation

Increased ability to adopt new
technologies

Improved environmental
sustainability

Enhanced reputation

**Inclusive and sustainable
industrial development**

East Asia and Pacific

Closing gender gap in the
participation in the labour market

Up to 13.1% GDP gains

2. The Women in Manufacturing UK initiative

About Women in Manufacturing UK Initiative



Established in 2022.

Non-profit network of professionals with a shared interest in increasing diversity and inclusion in the manufacturing sector.

Steering Committee



Our mission

Our mission

Our mission is to empower women in manufacturing by creating inclusive workplace cultures and facilitating pathways to career development and leadership.

Our target

*Raise the participation of women in manufacturing to **35% by 2035**.*

Our work



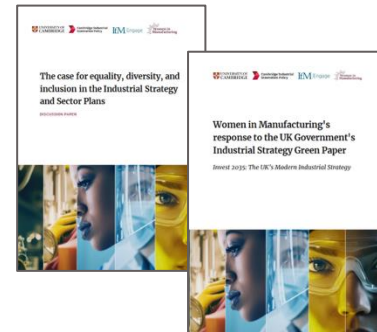
Raising awareness

- Annual conference
- Talks in industrial forums



Building an evidence-base

- Policy and research working group
- Annual report
- Case studies



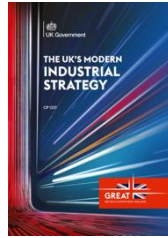
Informing policy

- Collaboration with the Department for Business and Trade

Key achievements

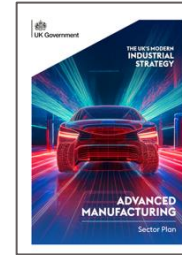


Building a **community of advocacy and practice**



*“Promote evidence-based initiatives (...) aimed at improving workforce diversity to support business and economic growth. **Diversity in the workforce is critical** to attracting and retaining talent in the IS-8.”*

Informing the **UK's Modern Industrial Strategy 2025**



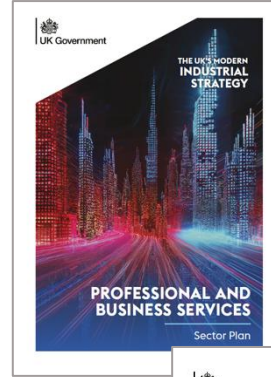
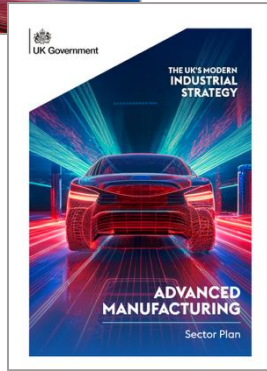
*“We will therefore sponsor an **Equality Charter**, co-created with industry.”*

‘35 by 35’ target

Informing the **Advanced Manufacturing Sector Plan**

3. Embedding an inclusive perspective in industrial policy

3.1 UK Department for Business and Trade – Agenda setting



3.2 Innovate UK – Diversity data collection



Inclusive innovation approach

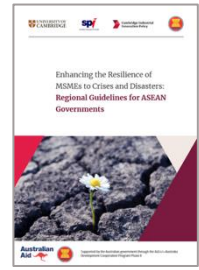
We see **Inclusive innovation** as the interconnection between who contributes to innovation and who benefits from innovation.



Diversity applicant data

- Age
- Conditions, illnesses or disabilities
- Ethnicity
- Gender

3.3 Asia-Pacific – Targeted programmes



The Philippines

Republic Act 7882 and
Emerging FILIPINA Lending
Program



Malaysia

Micro Connector Programme

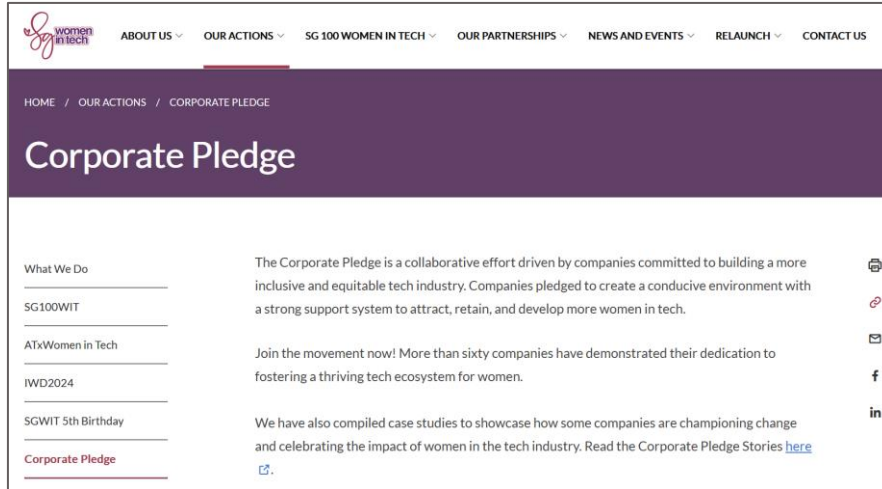


Thailand

Fund for the Promotion and
Development of the Quality of Life
of People with Disabilities

3.4 Singapore IMDA: Public-private partnership

SG Women in Tech Corporate Pledge



SG Women in Tech

ABOUT US ▾ OUR ACTIONS ▾ SG 100 WOMEN IN TECH ▾ OUR PARTNERSHIPS ▾ NEWS AND EVENTS ▾ RELAUNCH ▾ CONTACT US

HOME / OUR ACTIONS / CORPORATE PLEDGE

Corporate Pledge

What We Do

SG100WIT

ATxWomen in Tech

IWD2024

SGWIT 5th Birthday

Corporate Pledge

The Corporate Pledge is a collaborative effort driven by companies committed to building a more inclusive and equitable tech industry. Companies pledged to create a conducive environment with a strong support system to attract, retain, and develop more women in tech.

Join the movement now! More than sixty companies have demonstrated their dedication to fostering a thriving tech ecosystem for women.

We have also compiled case studies to showcase how some companies are championing change and celebrating the impact of women in the tech industry. Read the Corporate Pledge Stories [here](#).

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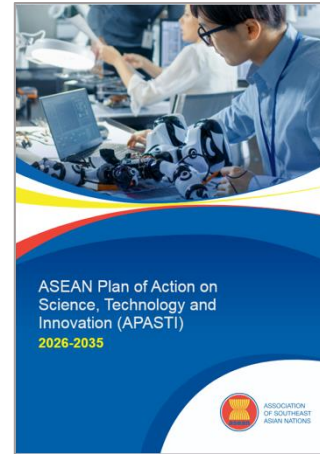
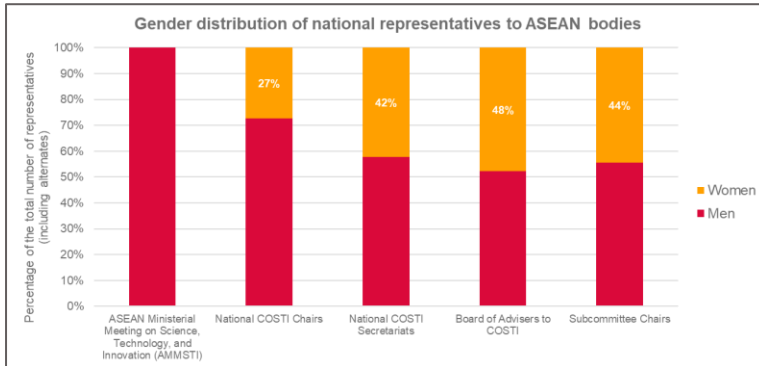
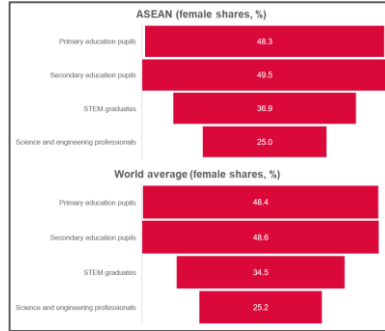
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Company Name	Pledged Activities
1. ADDO.AI	Recruit more women in tech to create a competitive and diverse environment
	Review maternity leave policy
	Arrange a women-focused workshop for mentoring or technical training
2. Accenture	Paid Parental leave: Paid maternity leave has been extended from 16 to 20 weeks, and paternity leave to 15 days
	High-Po Workshop for Women: 2-day immersive learning experience where female managers are provided with safe space to reflect on their career journey, while empowering them to excel in and maximise their career

3.5 ASEAN– Monitoring & evaluation and governance



Key consideration for APASTI 2026-2035

“Review the representation of women in National COSTI Chairs and consider reporting against representation targets and establishing standardised criteria for appointment of representatives to high-level ASEAN bodies to mitigate risk of unconscious bias.” (p. 70)

Thank you

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