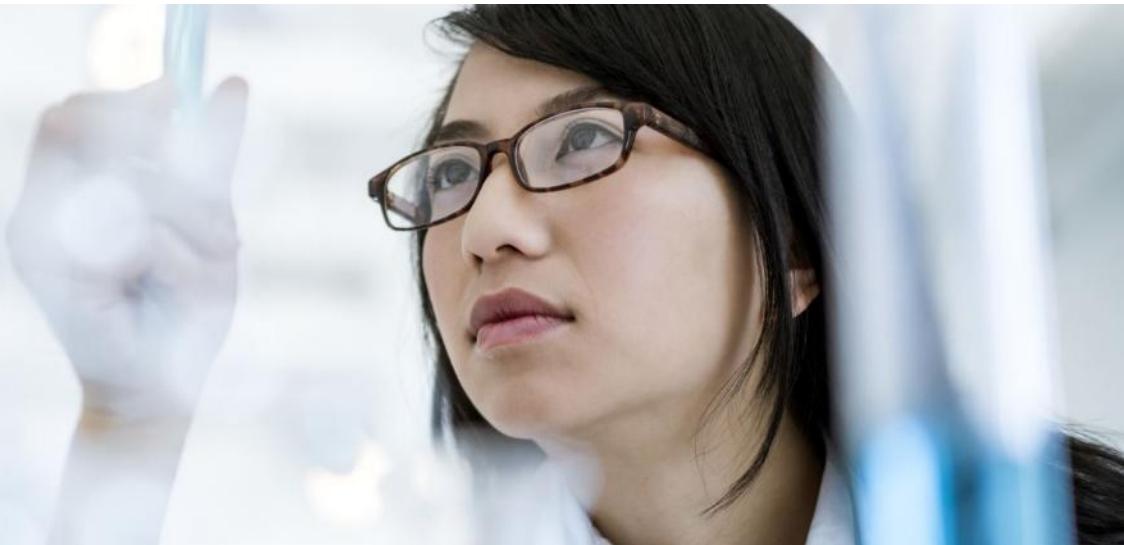


Mainstreaming a Gender Perspective in Industrial Policy

Dr Jennifer Castañeda-Navarrete, Cambridge Industrial Innovation Policy, Institute for Manufacturing, University of Cambridge
29 January 2026 | Gender-responsive Industrial Policies Webinar | ADBI Institute - UNIDO



Content

1. Why it matters
2. The Women in Manufacturing UK initiative
3. Embedding an inclusive perspective in industrial policy

1. Why it matters

Gender inequality in industrial policy



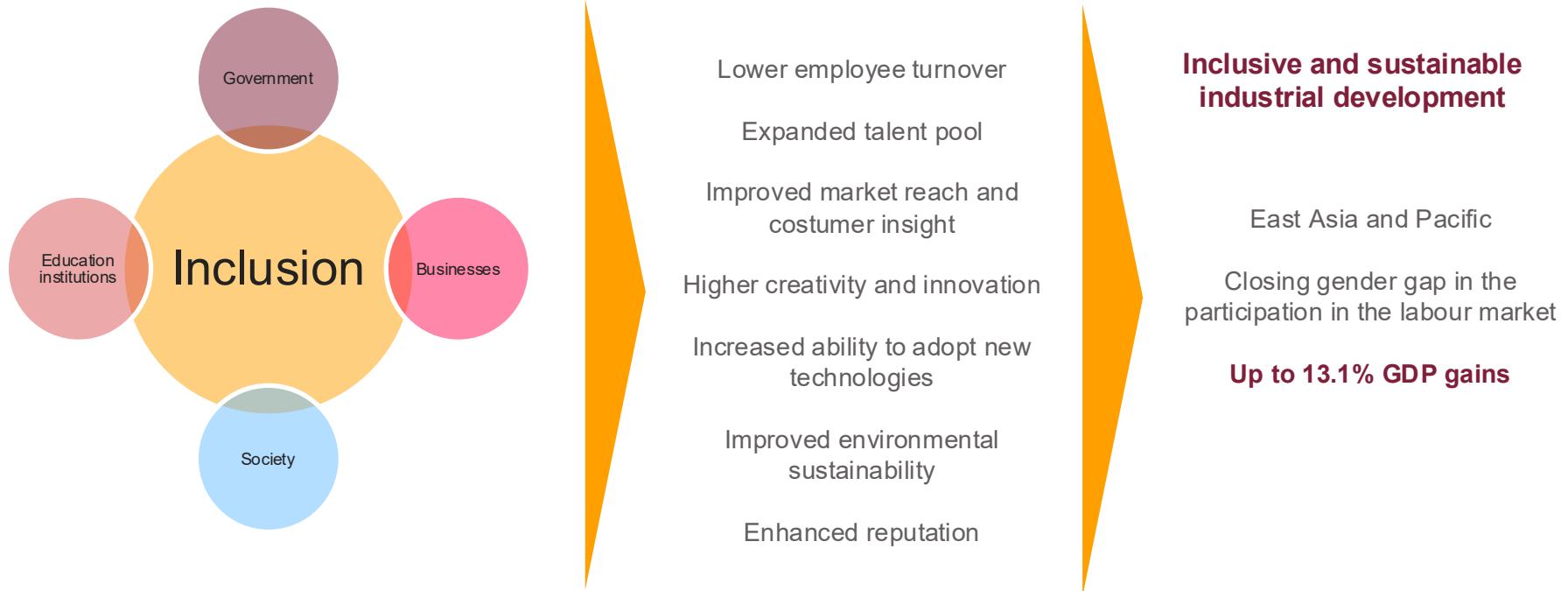
Women are **overrepresented** in:

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

Women are **underrepresented** in:

ownership, technological upgrading, and economic
governance

The missing opportunity



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



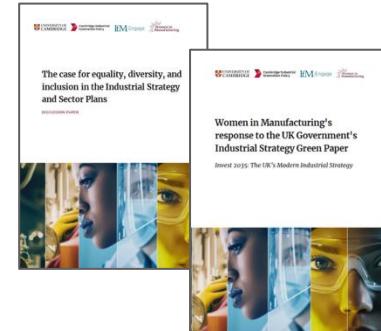
Raising awareness

- 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**



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

*“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.”*



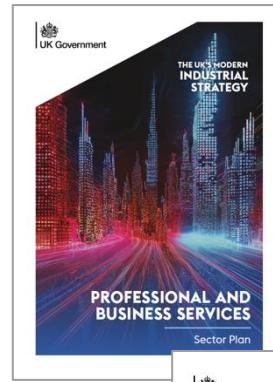
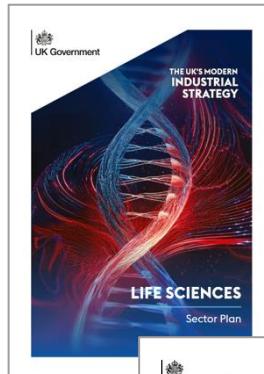
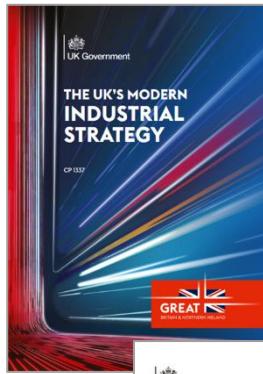
Informing the **Advanced Manufacturing Sector Plan**

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

‘35 by 35’ target

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

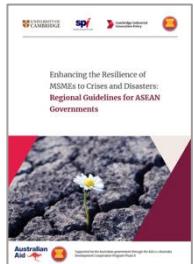
We see **Inclusive innovation** as the interconnection between who contributes to innovation and who benefits from innovation.



Diversity applicant data

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

3.3 Asia-Pacific – Targeted programmes



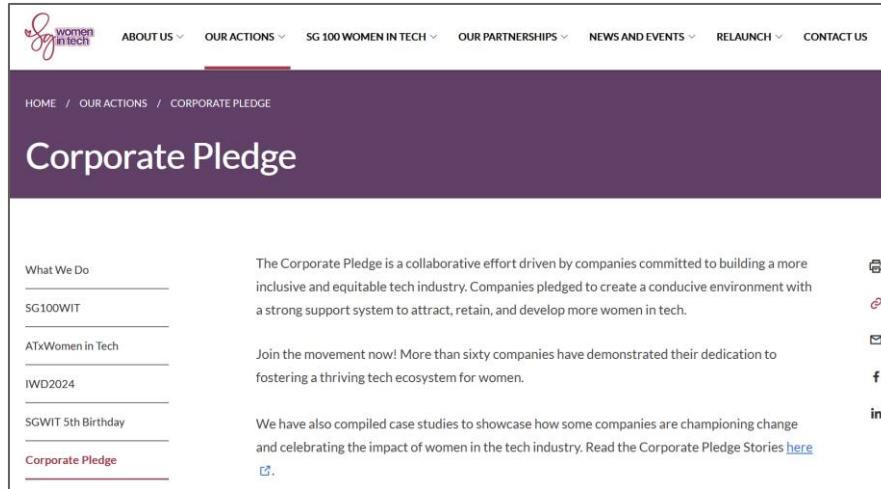
The Philippines
Republic Act 7882 and
Emerging FILIPINA Lending
Program

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



The screenshot shows the SG Women in Tech website. The top navigation bar includes links for About Us, Our Actions, SG 100 Women in Tech, Our Partnerships, News and Events, Relaunch, and Contact Us. Below the navigation is a breadcrumb trail: HOME / OUR ACTIONS / CORPORATE PLEDGE. The main title is "Corporate Pledge". On the left, a sidebar lists "What We Do" with links to SG100WIT, ATxWomen in Tech, IWD2024, SGWIT 5th Birthday, and Corporate Pledge. The main content area contains text about the Corporate Pledge and links for sharing on social media (Twitter, LinkedIn, Email, Facebook).

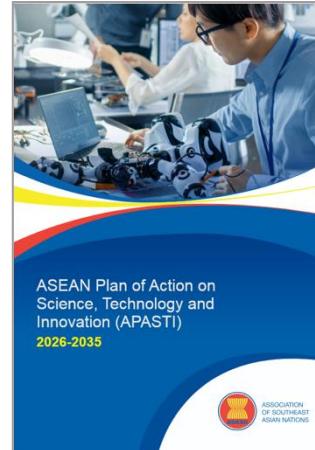
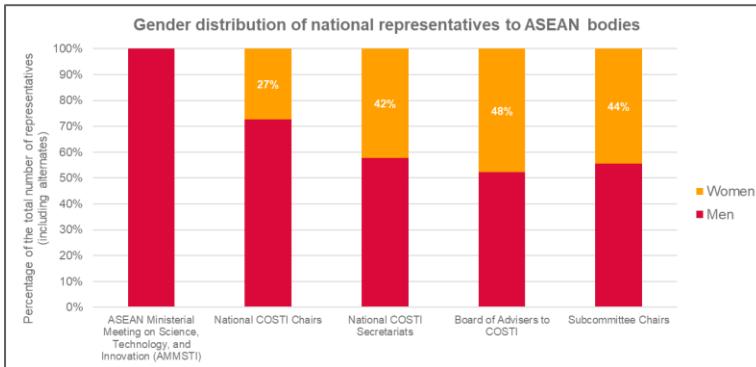
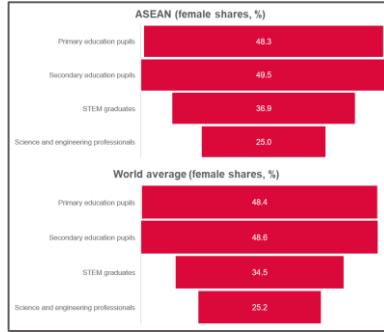
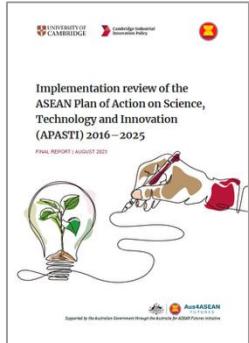
The Corporate Pledge is a collaborative effort driven by companies committed to building a more inclusive and equitable tech industry. Companies pledged to create a conducive environment with a strong support system to attract, retain, and develop more women in tech.

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](#).

Company Name	Pledged Activities
1. ADDO.AI	Recruit more women in tech to create a competitive and diverse environment
	Review maternity leave policy
2. Accenture	Arrange a women-focused workshop for mentoring or technical training
	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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