

“Men can help by being allies, standing up to misogyny and supporting and believing in women”

Roma Agrawal

Engineer and diversity campaigner



I often get emails and letters titled “Mr Agrawal”, because fewer than 10% of engineers are women. I also very often get mistaken for an admin assistant despite having “director” in my job title. However, between my mum’s generation and mine, I’ve seen us go from assuming that women will stay at home once they’ve had children (if they can afford to) to a society that does not necessarily make that assumption. I’ve also seen more acceptance of flexible working options, although we still have a way to go on this.

I would like to see parity in representation in politics globally in the next 100 years. Politics has traditionally been a difficult and exacting place for women to thrive, and I would like to see this change. When there is equal representation in parliament and law-making roles, and our voices are heard, we see better outcomes for all.

Society also needs to assign value to the roles that women have traditionally fulfilled, such as parent, homemaker, carer. We need to see success as a multitude of scenarios — being a company CEO, starting a business, looking after our families and so on. Men can help by listening, empathising and trying to understand how and why inequality has arisen over thousands of years. It won’t change overnight. Men can help by being allies, standing up to misogyny and supporting and believing in women.

“The rearing of a child should be shared between the two parents — paternity leave should be mandatory”

Marian Keyes

Novelist



We need to revolutionise our attitude to childcare. If a woman in the workplace, or hoping to get into the workplace, gets pregnant, she is regarded as selfish. It’s as if she wants to do something incredibly self-indulgent, like go off sailing around the Caribbean for six months. We need to shift from feeling resentful about women getting pregnant to supporting and celebrating them.

The rearing of a child should be shared between the two parents. To that end, paternity leave should become mandatory. That means less time at home with the child for the mother. Once we’ve shifted the duty of care from the mother to society in general, that will make a difference.

Young men, boys, need to be educated about respectful sex, how to value women in the workplace and as a spouse. We should teach them that it’s their duty to do their share of the domestic work and childcare. We have to change men rather than women.

What I find distressing is the almost invisible sexism, the small things. Like in traffic, I will almost give to a man driving aggressively. Men rule the road in my experience. At a dinner party one minute a man says something, everybody shuts up and listens. We’ve got so used to deferring to male voices that we make it almost obligatory. Challenging the paper cuts of sexism that is as important as changing legislation.

“I’d encourage men in business to examine their unconscious biases and be aware of how they damage innovation”

Naomi Wolf

CEO of DailyClout and author of *The Beauty Myth*



I’m 55, and in my 3½ decades of being a feminist activist, the women’s revolution is historically the shortest, biggest revolution in history. No group has changed the world so much, so quickly. Gloria Steinem wrote of a cult revolution from within, and she’s right. She makes a case that you can change laws and institutions on the outside all you want, but if women still feel they’re not entitled to equality, you’re not going to have equality. I’d say what’s amazing — and digital technology is part of this — is that women in tiny villages in the most undeveloped parts of the world are clear about the entitlement for equality, and this is a very dramatic change.

I think the biggest thing a man can do, apart from not assaulting women and not harassing them, is to examine his behaviour at work. As the CEO of a tech company, I see again and again in meetings that a woman will say something brilliant and no one will hear her. A few minutes later, a man will restate it and everyone will say: “Yes! What a great idea.”

The tech community lives and dies by venture capital investment, women are hugely outperforming their male peers in building profitable companies and innovation, yet they’re vastly underfunded by the tech community. I’d encourage men in business to examine their unconscious biases and be aware of how they damage innovation and their own profitability.

“The proliferation of pornography means it’s more important than ever to talk about realistic body image — of both men and women”

Ruth Davidson

Leader of the Scottish Conservative Party



The most important thing to achieve in the next 100 years is to ensure that questions of gender are no longer an issue. We want to reach the point where such matters as pay parity are seen in the same way as universal suffrage is seen now — something so blindingly right that it’s hard to imagine anything other took place. Women need to keep pressing and pressing to ensure that these issues are addressed.

Men must join women in backing more family-friendly policies — such as flexible working, shared maternity leave and increased maternity pay. We also need to have honest conversations with young boys regarding sex and relationships. The proliferation of online pornography means it’s more important than ever to talk about realistic body image — of both men and women — along with sexual behaviour and intimacy.

ONLINE EXTRA

How much do you know about women’s rights in 2018? Visit sundaytimes.co.uk/magazine to take our quiz and find out

To watch Amika George, Caroline Criado-Perez and others discuss what they want women to achieve in the next 100 years, visit sundaytimes.co.uk/magazine

— Daily Clout Wolf is NOT THE CEO of a Tech Company