

Sao Paulo

City Blue Print



Quick Overview

Overall Score: 32.6 out of 100. To compare, top-placed New York City had a score of 62.9

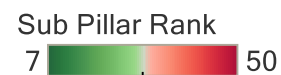
Overall Rank: 42 out of 50 cities measured

On the dimensions measured, Sao Paulo does particularly well on policies that can help impact a supportive *culture and technology* use for women entrepreneurs including high scores in:

- ✓ Presence of city and/or national level policy advocacy organization specifically for women’s equality issues
- ✓ Measure of equality between women/men who use their mobile phones to make a transaction
- ✓ Average cost of internet
- ✓ Collect technology use data by gender

Subpillar Rankings

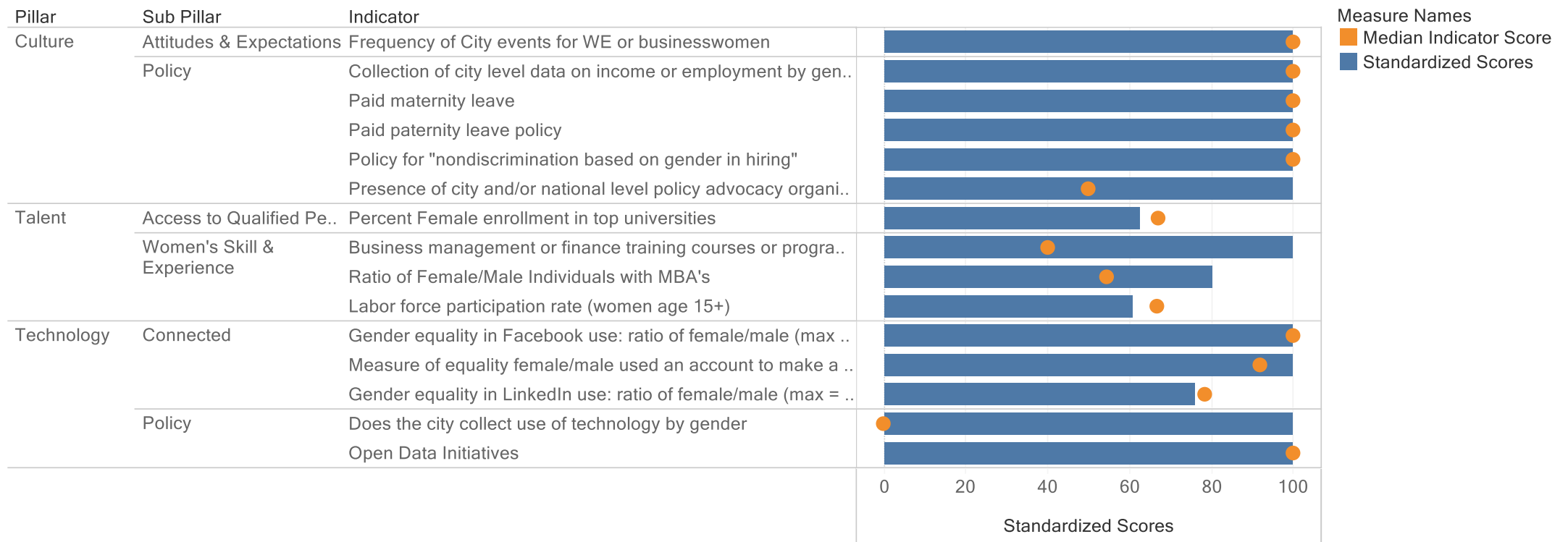
Pillar	Sub Pillar	Sao Paulo
Capital	Gender Proportion in Funding	50
	Value and Frequency of funding	37
	Women's Capital Base	15
Culture	Access to Mentors & Role Models	49
	Attitudes & Expectations	38
	Policy	23
Markets	Access	46
	Cost	49
	Policy	43
	Size	12
Talent	Access to Qualified Personnel	44
	Women's Skill & Experience	29
Technology	Connected	29
	Cost	41
	Policy	7



Areas of Strength

Of the 15 indicators where Sao Paulo scores it's most points, they score at or above the median on 12 of them. Notably in the area of talent the city scores well above the median for the number of business management or finance training courses or program for WE or women executives, they also score above the median for the ratio of female/male individuals with MBA's. However, one of the reason's Sao Paulo ranks low is due to the fact that on those indicators where it achieves the benchmark score, many other cities also achieve the benchmark.

Top 15 Indicators



Areas to improve

Sao Paulo ranked lowest of the 50 cities in the Markets category. While some of this is due to factors such as population size and the overall economic struggles of Brazil in 2017, some represent areas of opportunity where Sao Paulo can make significant progress for women entrepreneurs.

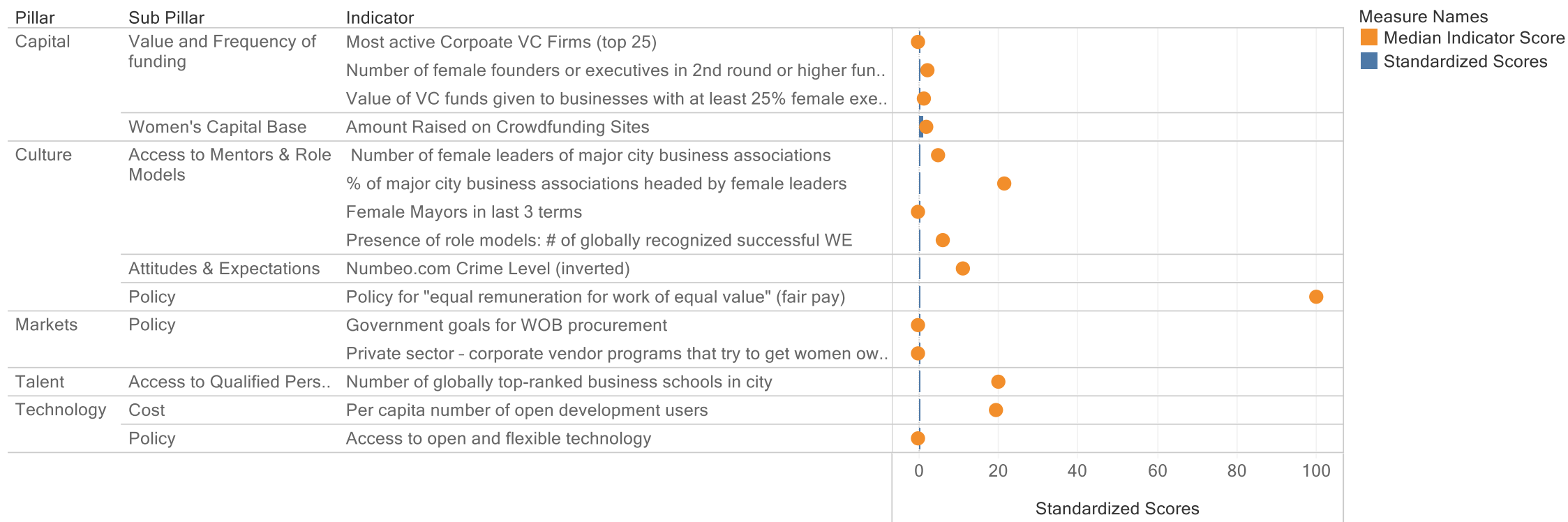
Indicator	% of max score
Government goals for WOB procurement	0%
Access to open and flexible technology	0%
Presence of role models: # of globally recognized successful WE	0%
Most active Corporate VC Firms (top 25)	0%
Private sector – corporate vendor programs that try to get women owned businesses as vendors (Weconnect International)	0%
Number of female leaders of major city business associations	0%
Number of globally top-ranked business schools in city	0%
Female Mayors in last 3 terms	0%
% of major city business associations headed by female leaders	0%
Policy for "equal remuneration for work of equal value" (fair pay)	0%
Value of VC funds given to businesses with at least 25% female executives	0%
Number of female founders or executives in 2nd round or higher funding round in the city	1%
Amount Raised on Crowdfunding Sites	1%
Per capita number of open development users	1%
Number of VC firms with greater than 20% female partners	2%
% of women on boards of major business associations' (e.g. Chamber or other influential business group)	2%
Total Projects on Crowdfunding Sites	3%
Ratio of positive to negative tweets about women	3%
Number of Women founded VC firms	3%
Accelerators (with WOB)	3%



Other Areas to Improve

Of the 15 indicators where Sao Paulo scores the least points, they still score at or above the median in 9 of the indicators. However, they score below 50% of the maximum (benchmark) score on nearly 2/3rds of the indicators.

Lowest 15 Indicators



In Sao Paulo, Women have few role models in positions of leadership in business or politics.

The low presence of role models reflects the fact that top business positions are occupied by very few women, whom have faced much more difficulties to achieve higher positions due to the lack of inclusive HR policies in Brazil. In many companies, women only get to higher posts in specific departments like legal and HR. Additionally, media reports rarely gives high prominence to women, and instead focus on men as their subject characters.

According to the Brazilian Institute for Geography and Statistics (IBGE) women represent only 37% of all managers in Brazilian companies. The difference also takes place in the public sector, with fewer women getting to the top. This can be explained by the fact that companies still don't have very inclusive HR policies and that there are few role model women in top positions at most companies.

Conservative political groups traditionally dominate the major city business associations in Sao Paulo. Their lack of inclusiveness, paired with the small amount of women in top roles at big industrial or commercial conglomerates explains the low percentage of female leaders in those associations. Fiesp (Federação das Indústrias do Estado de São Paulo, the Sao Paulo Industry Federation) and Associação Comercial (the Commercial Chamber of Sao Paulo), have never had a female leader.

With Brazilian politics continually dominated by males, there have been only a few female mayors in the last 3 terms. Most candidates are elected to the legislative houses, and despite a law demanding that each party have at least 30% of female candidates, only 11% of current federal deputies and senators are female. Executive powers (where there is no quota) continue to be dominated by men.

Recent Positive Step:

- ✓ The election of the first female President, Dilma Rousseff, in 2010.

There are no set government goals for Women-Owned Business (WOB) procurement. The Brazilian legislation for government procurement is very detailed and complex, limiting the scope of action for the authorities in charge of the process. There are no quotas or specific targets to balance gender or other inequalities. Politicians tend to stress that support for WOB should come mainly from the private sector, and not the City Council.

There is no clear policy for fair pay. Although the Brazilian Constitution prohibits differences in salaries for work of equal value, this has never been properly enforced by politicians, tribunals or companies, and it is estimated that women receive up to 25% less than men at equal roles. The bills in favour of fair pay are not among political leaders nor the Executive's priorities, and are unlikely to be voted soon.

There are very few accelerators focusing on WOBs in Sao Paulo, with none of the big accelerators in Brazil focusing on women businesses. However this is a new concept and there is space for growth.

Heavy bureaucracy with a lack of coordination between government bodies, and expensive costs makes it difficult to open new businesses in Brazil. On average, any entrepreneur would waste 136 days in the process of only officially registering a company. There is no existing incentive for women to open their businesses.

Access to capital remains very difficult, especially for women entrepreneurs, who use their own savings or family financial support to fund their businesses. A 2015 study by Sebrae and Dieese showed that only 10% of all WOBs ever receive outside funding in Brazil. But current lower interest rates might create more opportunities for funding.

There is a low % of female Labor Force who are IT professionals, reflecting the fact that there are only 30% of women studying STEM subjects.

Recent Positive Step:

- ✓ New organizations in Brazil are being vocal in challenging preconceptions about STEM areas being for men and trying to make younger girls interest in science and technology.

There is no clear or enforced policy to reduce gender inequality in the workplace, in the form of fair pay or promotions.

There is a low percentage of female Company Board members, largely due to the lack of policies for both sexes to deal with family and other issues. According to the Brazilian Institute of Geography and Statistics (IBGE) only 10% of all board members executives are women in Brazil –and on average they receive only 76% of the salaries paid to their male colleagues.

There is a low percentage of total investment companies with at least 1 female executive. There are fewer women than men working in the financial markets and even less getting to the top positions, affected by the machismo in Brazilian society, and especially in the financial sector which hold back women from getting to higher positions. A recent report showed that only two women were members of the boards of the three largest Brazilian banks (and, in both cases, they were member of the families that funded the organizations).

There are two kinds of corporate income taxes in Brazil: the IRPJ (income tax for legal persons, or companies), charged on the taxable profits of any company at a rate of 15%, and CSLL, a social contribution on profits charged on entities subject to the IRPJ in order to finance the Brazilian federal social security system. Companies pay 9% for this contribution –but financial institutions pay 20%. For smaller enterprises, with revenues of up to BRL 4.8 million there is a simplified tax called Simples, with tax aliquots that vary from 4% to 19% --depending on the yearly revenues of the enterprise. Taxes in Brazil are one of challenges for the entrepreneurs and there many different rules that must be fulfilled.

The number of groups that advocate and support WE and businesswomen has been growing in recent years in Sao Paulo but it is still very low in comparison with other organizations that advocate for other parts of society, and focus on small scale businesses like beauty parlours and small textile operations.

Recent Positive Step:

- ✓ Some high profile businesswomen are being involved in supporting WE. As they and other advocates become more vocal and have more success cases to show, it is possible that there will be more organizations like that to support WE.

The presence of and support for Women-Owned Businesses has seen small improvements, but still receive relatively little support from the public or private sphere.

Blueprint for Action

Women entrepreneurs and Women-Owned Businesses need more role models and support to succeed in Sao Paulo.

- **MARKETS:** Women need more female role models in leadership positions in business. Sao Paulo could do more to encourage women to serve in leadership roles in business, such as on boards or as managers and executives.
- **CULTURE:** Women need more female role models in leadership positions in wider society. Sao Paulo could do more to encourage women to serve in leadership roles in politics, especially in local politics.
- **MARKETS:** Policies that give women more access to opportunities in procurement would help them advance their businesses.
- **CULTURE:** Support of civil society, such as supporting groups that advocate for women in business, would help foster the support networks for women entrepreneurs.
- **TALENT:** Policies to level the playing field for working women, and particularly help them return to work after having children, will help women get the experience they need to found successful businesses.

Additional info – Other Low Indicators relative to benchmark

<u>Indicator</u>	<u>Max Score (raw)</u>	<u>Benchmark City</u>	<u>Number of cities w/ max score</u>	<u>Sao Paulo</u>
% of VC funds given to businesses with at least 25% female executives	0.673851	Nairobi	1	5%
Number of Smart City Projects	32	New York	1	6%
Inverse of Average Cost 1 min. of prepaid mobile tariff (no discounts or plans) USD	33.333333		2	6%
Ease of starting a business	30		2	7%
Number of top ranked global universities in city	14	Beijing	1	7%
Number of city level organizations specifically for WE or businesswomen	19	Nairobi	1	11%
Numbeo.com Crime Level (inverted)	0.096154	Munich	1	12%
Entrepreneurial Network (population with entrepreneurial experience)	158000	New York	1	13%
% of city businesses in 2nd round or higher funding round with a woman founder or executive	0.347826	Nairobi	1	15%
% of Labor Force who are IT professionals	0.017838	Munich	1	15%
% Company Boardmembers that are Female (country level or avg from sample of city's top employers)	33.9	Stockholm	1	18%
Number of potential investors (population of HNWI)	374020	London	1	18%
Forecasted economic growth rate of city/region or country over next 5 years	0.087868		2	19%
Technology training organizations for women	5	Austin	1	20%
Numbeo.com Worry about being attacked (inverted)	0.077042	Taipei	1	22%
% of total investment companies with at least 1 female executive	0.553571	Beijing	1	23%
Ratio of Women/Men with executive Experience	0.555556	Seoul	1	24%
Corporate Income Tax Rate	0.12	Dubai	1	25%
% of women in parliament	0.436	Stockholm	1	29%
Numbeo.com Safety Scale	83.29	Seoul	1	30%
Number of national level advocacy or supplier dev't groups specifically for WE or businesswomen	3		7	33%



Additional info – Highest Indicators relative to benchmark

<u>Indicator</u>	<u>Max Score (raw)</u>	<u>Benchmark City</u>	<u>Number of cities w/ max score</u>	<u>Sao Paulo</u>
Ratio of Female/Male Individuals with MBA's	0.75		4	85%
Does the city collect use of technology by gender	1		8	100%
Business management or finance training courses or programs for WE or women executives	5		7	100%
Policy for "nondiscrimination based on gender in hiring"	1		40	100%
Presence of city and/or national level policy advocacy organization specifically for women's equality issues	3		17	100%
Measure of equality female/male used an account to make a transaction through a mobile phone	1		8	100%
Gender equality in Facebook use: ratio of female/male (max = 1.0)	1		30	100%
Frequency of City events for WE or businesswomen	3		34	100%
Open Data Initiatives	1		37	100%
Collection of city level data on income or employment by gender	1		40	100%
Paid maternity leave	1		38	100%
Paid paternity leave policy	1		29	100%



Indicators, Descriptions and Sources

<u>Pillar</u>	<u>Indicator</u>	<u>Description</u>	<u>Source</u>
MARKETS	City Population	This indicator gives a general size of the market	Brookings.edu; IHS Sources; Eurostat; UN
MARKETS	GMP	This indicator gives a general size of the market and opportunity	Brookings.edu; IHS Sources
MARKETS	Forecasted economic growth rate of city/region or country over next 5 years	This indicator gives a general size of the market and opportunity	Brookings.edu; IHS Sources
MARKETS	Corporate Income Tax Rate	This indicator is inverted such that lower income tax rates are more beneficial for attracting and supporting entrepreneurship	PWC 2017
MARKETS	Cost of Living	This indicator is inverted such that lower cost of living; a cheaper cost of living allows women to put more capital towards scaling their business vs. overhead costs	2017 https://www.expatistan.com/cost-of-living
MARKETS	% Company Boardmembers that are Female	The more women on boards of companies signals willingness of companies to engage diversity (country level or avg from sample of city's top employers)	MSCI, WoB2020, IHS local sources
MARKETS	Accelerators (with WOB)	Accelerators provide a powerful way for entrepreneurs to scale their business through networking, training and access to capital	http://www.seed-db.com/accelerators/all ; https://www.f6s.com ; www.gan.co
MARKETS	Presence of a city portal/website for business creation (transparent process, centralized information,etc.)	A hurdle for starting and growing a business is often just knowing how to obtain the right permits and registration as well as knowing what resources the city provides. Many cities are providing portals as one stop shops for business owners to find all the relevant information they need.	google search and search of city government websites
MARKETS	Private sector – corporate vendor programs that try to get women owned businesses as vendors (Weconnect International)	Many entrepreneurs reach scale by becoming a supplier for a larger company. A hindrance is that women owned businesses are often discriminated against (intentionally or unintentionally) when it comes to winning lucrative contracts. Large companies in a city that are committed to diverse supply chains can help women entrepreneurs reach scale.	2017 Corporate Member list HQ and Staff Locations
MARKETS	Government goals for WOB procurement	Similar to private sector companies, many city governments are passing ordinances to ensure they have a diverse supply chain and give women owned businesses the opportunity to secure contracts.	google search and search of city government websites
MARKETS	Most female entrepreneurs as % of startups in city	Research and our interviews with women entrepreneurs shows that having more women entrepreneurs in the city can help foster female entrepreneurship.	Crunchbase 2017
MARKETS	Ease of starting a business	Lower barriers to starting a business is a first step to scaling.	2016 PWC

<u>Pillar</u>	<u>Indicator</u>	<u>Description</u>	<u>Source</u>
TALENT	Labor force participation rate (women age 15+)	Women's ability to participate in the labor force is often a first step to gaining the experience required to run a business.	IHS, Inc. Country statistical agency
TALENT	Business management or finance training courses or programs for WE or women executives	Women's ability to scale often requires skills in finance and business management.	2017, Goldman Sachs 10000 Women partner locations, PWN locations, US SBA Womens Center locations, google search (max =5)
TALENT	Ratio of Women/Men with executive Experience	This indicator shows whether women are proportionately gaining executive experience that could be transferred to scaling a business.	2017 LinkedIn
TALENT	% of population with tertiary education or above	An educated workforce is often a pre-requisite to getting the talent a women owned business needs in order to scale.	IHS, Country statistics
TALENT	% of female population with tertiary education or above	This is an indication of both womens own education and educational equality that signals whether women are getting educational opportunities that could help them scale a business.	IHS
TALENT	% of Labor Force in Professional Services (finance, marketing, accounting, law) within city	This is an indication of whether necessary talent is available for women that want to scale their business.	2017 LinkedIn
TALENT	% of Labor Force who are IT professionals	In today's internet and enterprise software driven environment, businesses that want to scale need a sophisticated IT staff.	2017 LinkedIn
TALENT	Number of accredited business schools in city	Many new businesses are birthed in business schools where writing business plans and running a business is part of the curriculum.	FindMBA.com, IHS
TALENT	Number of globally top-ranked business schools in city	Topped ranked business schools tend to attract people with talent and vision that can be catalysts for scaling a business.	2017, Financial Times Global MBA Ranking
TALENT	Average % enrollment in top universities that city who are female	This is an indication of the equality of opportunity for women in higher education. It is a proxy for the attractiveness of the city for women in general and women entrepreneurs in particular.	2017 Time Higher Education Global Ranking
TALENT	Ratio of Female/Male Individuals with MBA's	This is both an indication of equality and a proxy for the potential for women entrepreneurs in the city, since MBA programs can be a place where business ideas are hatched.	2017 LinkedIn
TALENT	Female Faculty in top business schools (%)	Studies have shown that one reason women drop out of business school programs is due to a lack of female faculty role models.	2017 FT and individual searches at top business school in city
TALENT	Number of top ranked global universities in city	Top ranked universities attract talent to the city.	2017, US News & World Report, Best Global Universities, 2017 Rankings
TALENT	Top Ranked University in that City (inverted)	Top ranked universities attract talent to the city.	2017, US News & World Report, Best Global Universities, 2017 Rankings



Pillar	Indicator	Description	Source
CAPITAL	Value of VC funds given to businesses with at least 25% female executives	Indicates relatively how well women owned businesses are attracting funding from VCs (a powerful source of capital for scaling and where women have historically not done comparatively well).	2017 crunchbase
CAPITAL	Number of female founders or executives in 2nd round or higher funding round in the city	Indicates relatively how many women in the city are trying to scale and their success at getting to higher rounds of funding.	2017 crunchbase
CAPITAL	Most active Corporate VC Firms (top 25)	Corporate VC is another source of capital and their prevalence in a city indicates an additional access point for capital.	2017 cbinsights
CAPITAL	Number of potential investors (population of HNWI)	Women often rely on friends and family for funding. This indicates the prevalence of qualified investors in the city that could be potential investors for women entrepreneurs.	2016 Frank Knight Wealth Report; Phoenix Marketing International 2016; IHSM calculations
CAPITAL	% of total investment companies with at least 1 female executive	Research shows that investment companies or VCs with women executives or partners tend to invest more in women entrepreneurs.	2017 crunchbase
CAPITAL	% of city businesses in 2nd round or higher funding round with a woman founder or executive	This indicates whether women are proportionately getting to higher rounds of funding (scaling).	2017 crunchbase
CAPITAL	Number of weeks of paid maternity leave (full pay or partial pay)	Taking time off to start and grow a family causes women to lose income that provides a base to build wealth. To the extent that this income is not disrupted women are better able to accumulate wealth to invest in their own business or in others.	google search of individual city policies on maternity leave
CAPITAL	% of VC funds given to businesses with at least 25% female executives	This indicates whether women are getting proportional access to funding.	2017 crunchbase
CAPITAL	Amount Raised on Crowdfunding Sites	Crowdfunding may help level the playing field for women entrepreneurs when it comes to attracting capital. The relative amounts funded in the city is a proxy for greater access to capital for WE.	2017 kickstarter.com and city specific equivalents
CAPITAL	Measure of Equality: Women/Men who saved to start, operate or expand a farm or business	Many women use personal savings to start a business. However saving may be more difficult for women if, for example, their income is interrupted. This is an indication of equality both of the ability to save and aspiration for starting a business.	World Bank 2014
	Total Projects on Crowdfunding Sites	Crowdfunding may help level the playing field for women entrepreneurs when it comes to attracting capital. To the extent sites are active in the city is a proxy for greater access to capital for WE.	2017 kickstarter.com and city specific equivalents
CAPITAL	VC's with 25% partners who are female?	Research shows that investment companies or VCs with women executives or partners tend to invest more in women entrepreneurs.	2017 Crunchbase



Pillar	Indicator	Description	Source
CULTURE	Presence of role models: # of globally recognized successful WE	Women often don't dream big because they don't see other women scaling businesses. This indicates how many local role models women in the city have when it comes to being a successful WE.	IHS, 2017 [a combination of Forbes 2000 CEOs, Fortune 500 CEOs, and Forbes 100 most powerful women]
CULTURE	Female Mayors in last 3 terms	Females in political leadership can be both role models and also help influence legislation that provides a level playing field for women.	IHS, 2017 (google search)
CULTURE	Number of national level advocacy or supplier dev't groups specifically for WE or businesswomen	Organizations that advocate for WE and/or help WE secure contracts with governments and larger companies helps WE scale and helps to change the perception about WE. Cities do not operate in a vacuum and often national level policies and culture can permeate to cities.	IHS, 2017 (WEConnect International locations, BPW-International locations, WBE and WBNEC (regional locations), Women Entrepreneurship Platform locations, WBII members, as well as country specific searches)
CULTURE	Number of city level organizations specifically for WE or businesswomen	City level organizations can provide valuable networking, education and advocacy that can help WE scale.	IHS, 2017 - meetup.com
CULTURE	Number of city level organizations specifically for entrepreneurs		IHS, 2017
CULTURE	% of women on boards of major business associations' (e.g. Chamber or other influential business group)	Having women on boards of business associations helps women better network with other businesses and helps foster a more diverse business environment in the city.	IHS, 2017 google search
CULTURE	Number of female leaders of major city business associations	Having female leaders of business associations helps women better network with other businesses and helps foster a more diverse business environment in the city.	IHS, 2017 google search
CULTURE	% of major city business associations headed by female leaders	While absolute numbers are important, representation is also key. This shows whether women are proportionately represented in leadership in the business community of the city.	IHS, 2017 google search
CULTURE	Frequency of City events for WE or businesswomen	City level events for WE or businesswomen help women network and gain critical skills.	IHS, 2017; Meetup.com
CULTURE	Ratio of positive to negative Tweets about women	This is a measure of the overall attitude of the city towards women. Often negative messages can have a bigger influence on women's aspirations and self perceptions than positive messages. This indicator measures the ratio of positive to negative messages towards women.	Twitter/ Janys, 2017 (number per capita)
CULTURE	% of relevant articles on successful " women entrepreneurs " in Media for that city	Hearing about role models in the media is another way that helps women dream big.	2012-2017 (5 years) Factiva
CULTURE	Numbeo.com Crime Level (inverted)	Crime and Safety are key concerns for any business, but women in particular tend to evaluate their safety more when deciding whether to scale a business.	Numbeo.com 2017
CULTURE	Numbeo.com Safety Scale	Crime and Safety are key concerns for any business, but women in particular tend to evaluate their safety more when deciding whether to scale a business.	Numbeo.com 2017
CULTURE	Numbeo.com Worry about being attacked (inverted)	Crime and Safety are key concerns for any business, but women in particular tend to evaluate their safety more when deciding whether to scale a business.	Numbeo.com 2017
CULTURE	Collection of city level data on income or employment by gender	This provides an indication of whether the city is concerned about gender equality - particular on economic issues which are critical for WE. What gets measured gets managed - so we include this indicator as a measure of a culture that values gender equality.	IHS, 2017 google search and government website search
CULTURE	Presence of city and/or national level policy advocacy organization specifically for women's equality issues	Organizations committed to women's equality and rights have helped to change the culture and provided women with more freedom - a prerequisite for scaling a business.	World Bank, IHS
CULTURE	Policy for "equal remuneration for work of equal value" (fair pay)	This is another indication of a culture that values gender equality. It is also critical that women earn their economic worth so they can build their savings and wealth.	World Bank, IHS
CULTURE	Policy for "nondiscrimination based on gender in hiring"	This is another indication of a culture that values gender equality. It is also critical that women have equal opportunity in the workplace so they can gain critical skills and experience needed to scale a business.	World Bank, IHS
CULTURE	Paid Maternity leave policy	This is a binary (y/n) indicator that proxies for a culture that is trying to level the playing field for women.	World Bank, IHS
CULTURE	Paid paternity leave policy	This is a binary (y/n) indicator that proxies for a culture that is trying to level the playing field for women.	IHS
CULTURE	Entrepreneurial Network (population with entrepreneurial experience)	Our research found that having other entrepreneurs nearby was valuable for networking and providing help and advice.	2017 LinkedIn
CULTURE	% of women in parliament	Women in leadership are both role models and can put forth legislation that helps level the playing field for women.	Search of websites



<u>Pillar</u>	<u>Indicator</u>	<u>Description</u>	<u>Source</u>
TECHNOLOGY	% of women who use the internet	Access to the internet is becoming a necessity for fully engaging with the global economy. This indicator measures the extent that women have access.	2017 consumerbarometer.com (country level); US cities (2015 Pew Research Survey state level)
TECHNOLOGY	% of women with smart phones	Smart phones are also becoming a necessity as both a communication source, information source and increasingly a source of engaging in commerce. This indicator measures the extent to which women are using smartphones.	2017 consumerbarometer.com (country level); US cities (2015 Pew Research Survey state level)
	Measure of equality female/male used an account to make a transaction through a mobile phone	This provides an indication of whether women are using technology to engage in economic transactions. This is both a measure of equality and a measure of women's willingness to use technology for economic purposes.	Country level WB 2014
TECHNOLOGY	Gender equality in LinkedIn use: ratio of female/male (max = 1.0)	This is an indication of whether women are equally engaging in professional social media.	2017 LinkedIn profile search
TECHNOLOGY	Inverse of Average Monthly Cost of Internet (8MB speed) USD	Cost can be a hindrance to access as well as a hindrance to scaling a business, this measures the relative cost of basic technology.	2017 https://www.expatistan.com/cost-of-living
TECHNOLOGY	Inverse of Average Cost 1 min. of prepaid mobile tariff (no discounts or plans) USD	Cost can be a hindrance to access as well as a hindrance to scaling a business, this measures the relative cost of basic technology.	2017 https://www.expatistan.com/cost-of-living
TECHNOLOGY	Open Data Initiatives	Open data is way for cities to share the data collected and generated by people in the city. This data can be used by entrepreneurs to help find solutions to common constraints in the city. It also signals a transparency on the part of city government - this transparency can help ensure that there is a level playing field.	2017 Google Search
TECHNOLOGY	Access to open and flexible technology	Many businesses that want to scale rely on open technology and flexible standards that allow them to more quickly scale their operations at a lower cost.	2017 HQ cities of member companies http://www.opencompute.org/about/membership-organizational-directory/
TECHNOLOGY	Technology training organizations for women	Technology can be intimidating for anyone. Women who want to scale their business need to have basic skills in utilizing technology. Classes specifically for women are also less intimidating/more inviting for women.	2017 Women Who Code, Girls in Tech, other
TECHNOLOGY	Does the city collect use of technology by gender	Technology is increasingly critical for any business to scale. Cities that collect gender level data on technology use and access can better monitor and manage how well their city is doing in leveling the playing field for women.	2017 google search
TECHNOLOGY	Number of Smart City Projects	Smart city projects help to optimize city functions making it more friendly for business and well as signaling the potential for more innovation (attracting entrepreneurs).	IHSM Smart Cities IoT Intelligence Service (2017)
TECHNOLOGY	Gender equality in Facebook use: ratio of female/male (max = 1.0)	This provides and indication of how equally women are engaging with social media, which is increasingly becoming a place to exchange ideas and information.	2017 Facebook search
TECHNOLOGY	Per capita number of open development users	Open development platforms provide a place for developers and users of software applications to meet. These development platforms have allowed entrepreneurs to scale their businesses more quickly and/or at lower cost.	www.github.com

