

EQUALITY BETWEEN WOMEN AND MEN IN BANKING, INSURANCE AND FINANCE: THE OPTIMISTIC RESULTS OF THE FINANCI'ELLES BAROMETER



Financi'Elles

BAROMETER 2022
SYNTHESIS

Press release

Financi'Elles, publishes its first barometer on the progress of professional equality among its member companies.

Context/Methodology :

- On November 16, 2021, the 15 member companies (AXA, BNP Paribas, Groupe BPCE, Caisse des Dépôts, Crédit Agricole, GENERALI, HSBC, ING, La Banque Postale, Malakoff Humanis, Mastercard, Money Bank, SCOR, Société Générale and Swiss Life) sign the Financi'Elles commitment charter.
- First self-assessment of the 10 commitments of the Financi'Elles charter for the year 2022 via quantitative and qualitative questionnaires with a score from 1 to 4 (1 being the lowest and 4 the highest score with a commitment achieved).

The commitments and their results (average score out of 4) :

- Closing unjustified pay gaps between men and women (3.3).
- Contribute to work life balance (3.3).
- Define ambitious and measurable objectives within the management bodies (3.3).
- Promote a culture of gender diversity and equality (3.1).
- Expand actions to combat sexism and decision-making bias (2.9).
- Continue or set up professional development programs for women (2.6).
- Raise awareness among the younger generation about professional equality issues (2.5).
- Promote the internal and external ability of men and women to speak up (2.4).
- Promote mixed representation in gendered professions (2.2).
- Develop or create inclusive career paths - based on life cycles (2.2).

AN OVERALL AVERAGE SCORE OF 28 OUT OF 40, I.E. AN AVERAGE ACHIEVEMENT RATE OF 68%.

The majority of member companies promote gender diversity, combat stereotypes and have created or are creating more ambitious development paths for women.

50% of them have even set more ambitious objectives than the Rixain law for the feminization of management bodies.

The subject of parenthood emerges as an essential element and the vast majority of member companies cover paternity leave at 100%.

" These results are very encouraging and demonstrate the sector's historical commitment. They also show the effective contribution of gender networks within companies in terms of professional equality " said Financi'Elles' co-presidents, Valérie Vitter Mouradian and Martine Reniers..

PRESS CONTACTS :

ELISABETH.ALFANDARI@MALAKOFFHUMANIS.COM - VALERIE.LESELBAUMSTEPLER@AXA.FR