



Standard Bank

# TOP WOMEN CONFERENCE

EMPERORS PALACE, JOHANNESBURG

16-17 AUGUST 2017

WHAT'S *your* NEXT?

# EQUAL BUT DIFFERENT

THE RACE FOR GENDER  
EQUALITY BY 2030

# What's the current status on Gender Parity

- About two thirds of countries in the developing regions have achieved gender parity in **primary education**
- In Southern Asia, only 74 girls were enrolled in primary school for every 100 boys in 1990. By 2012, the enrolment ratios were the same for girls as for boys
- In sub-Saharan Africa, Oceania and Western Asia, girls still face **barriers to entering both primary and secondary school**
- Women in Northern Africa hold **less than one in five paid jobs in the non-agricultural sector**. The proportion of women in paid employment outside the agriculture sector has increased from 35 per cent in 1990 to 41 per cent in 2015
- In 46 countries, women now hold more than 30 per cent of seats in national parliament in at least one chamber

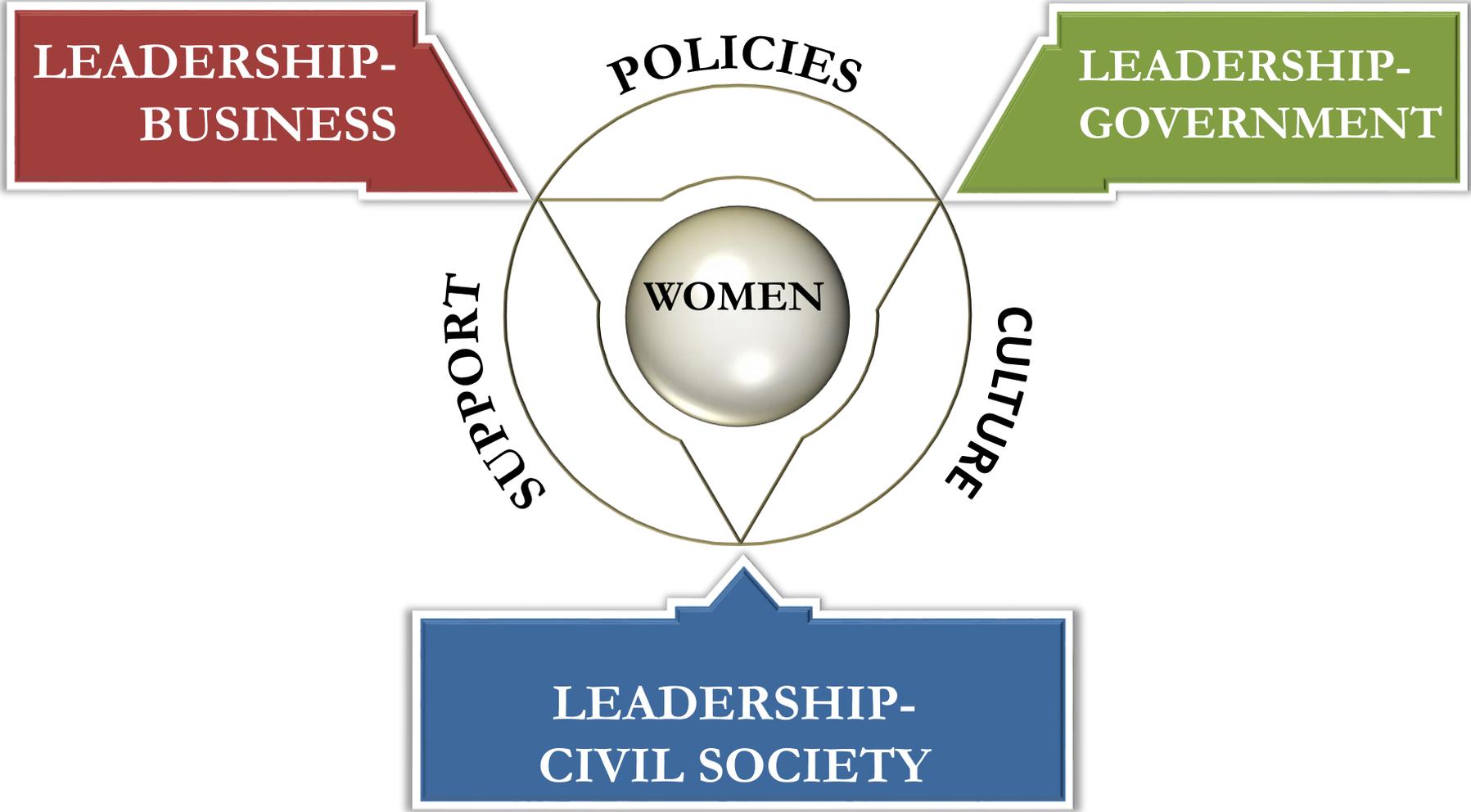
# Current Status

- Only 7% of women directors are women in SA(BWASA).
- 31% of SA companies have no women in senior leadership positions.
- There is a 24% gender pay gap (UN Women, 2017)

# Goal 5 targets

- **Eliminate all forms of violence** against all women and girls in the public and private spheres,
- **Recognize and value unpaid care and domestic work** through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- Ensure women's **full and effective participation and equal opportunities for leadership at all levels** of decision making in political, economic and public life
- Undertake reforms to give women **equal rights to economic resources**, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- **Enhance the use of enabling technology**, in particular information and communications technology, to promote the empowerment of women
- Adopt and **strengthen sound policies and enforceable legislation** for the promotion of gender equality and the empowerment of all women and girls at all levels

# Solving the gender gap



# WOMEN

ROLE OF WOMEN, ROLE OF  
SOCIETY

# PREJUDICE AGAINST WOMEN

- Bain & co study on gender disparity in SA-no gender divide on aspiration and confidence. Daily microaggressions against women lead to despondence.
- When it comes to reasons for equity, men rank business performance the least behind moral imperative and compliance with legislation.
- Lack of sponsors for women, especially black women.
- Organising 20,000 women in 1956 for a march without access to social media.
- Women charter precedes Freedom charter yet not much is said about it (17 April 1954 versus 26 June 1956). WC laid the foundation for the Freedom Charter

# WOMEN

WORK WITH MEN TO ACHIEVE  
EQUITY. DO NOT USE OUR  
ORGANISATIONS TO PERPETUATE  
MEN'S PREJUDICIAL WISHES

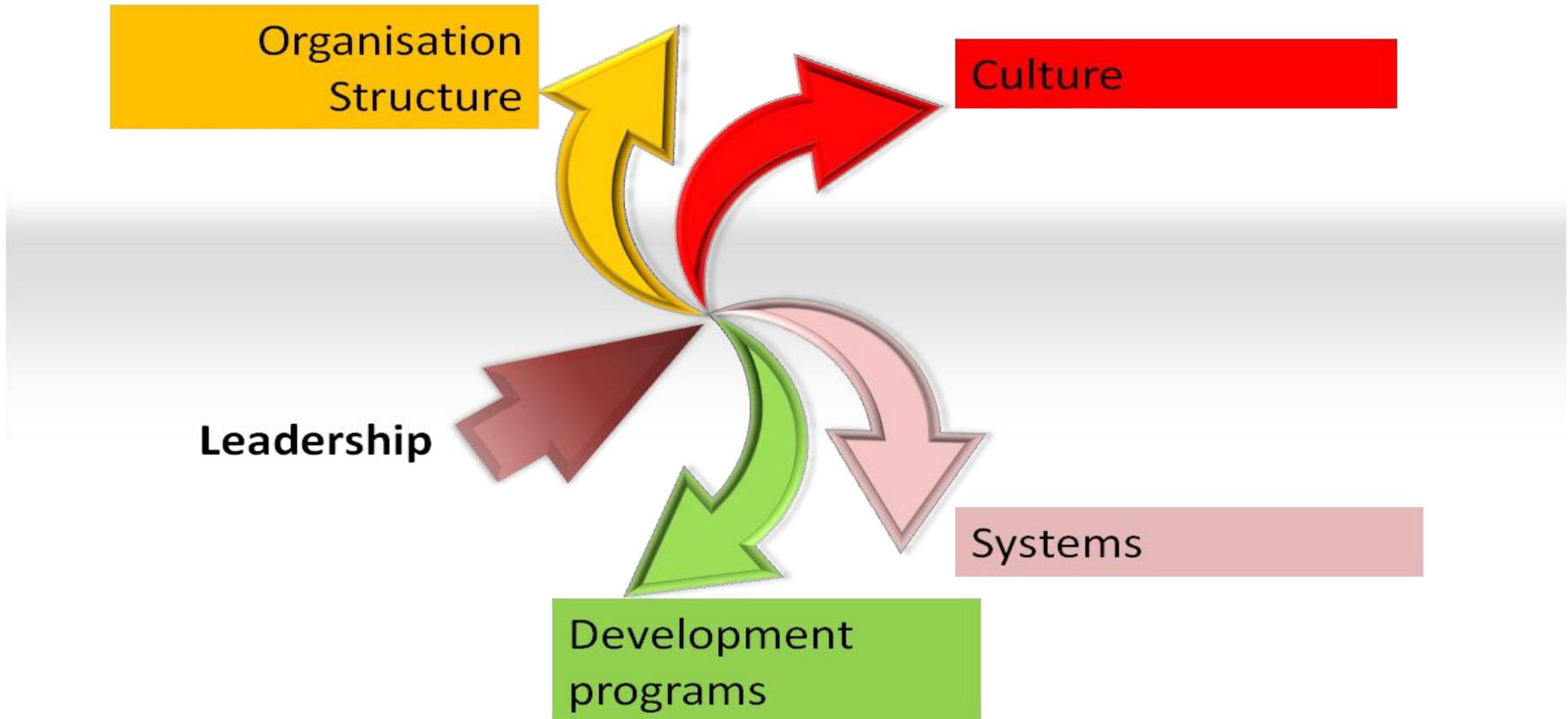
- “Seek out mentors who are going to serve as your champions, advocates, and sponsors. These are the individuals that are going to help you navigate through the politics, career decisions and the tough times. These are the individuals that will place their reputation on the line to support your growth and development. They key is to not let them down! Performance matters, but so do relationships.” Michelle Gadsden-Williams

- “Make the most out of the opportunities that you are provided to display your talents – whether it be a stretch assignment, promotion or a lateral move. Stand firm, stand tall, and don’t ever compromise your integrity for anyone or anything.”Michelle Gadsden-Williams

# THE ROLE OF LEADERSHIP

## IN BUSINESS

# ROLE OF ORGANISATIONS



# CREDIT SUISSE CASE STUDY -INCLUSIVE CULTURE

“Working in an environment that emphasizes inclusion creates advantage for everyone – the Bank, the employees and the clients. It means we all have to put some thought into the way we interact with others. The more effectively we work together, the more benefit we produce for our clients”

# WOMEN DEVELOPMENT PROGRAMMES

- *Mentorship Advisory program...*It is a unique learning and development opportunity for most talented women at the Vice President, Director and Managing Director levels at the financial institution. This program has three components to it

- *Mentorship Advisory program....*
  - First, mentorship and sponsorship with a senior executive.
  - Second, in-classroom sessions with world-class professors from top-tier academic institutions. And,
  - Third, a team project that is aimed at solving an organizational challenge.

- Switzerland: A total of 200 women began a one-year cross-divisional mentoring program. In addition, 25 female directors participated in the one-year Regional Mentoring Advisory group. 64 employees from across the organization joined the 3rd cycle of the Generational Mentoring Program.
- Americas: Launch of a program where senior leaders acted as mentors to selected high potential diverse talent.

- Real Returns is an initiative launched originally in the US and UK in 2014 that gives talented and experienced professionals who have taken an extended career break the opportunity to transition back into the workplace through a structured program
- The program combines challenging project work, training, mentoring and networking opportunities. The program runs for 10 to 16 weeks.
- It's offered in the US, UK, Switzerland and India.
- Real Returns initiative:
  - 176 participants since the program was launched
  - 58% of participants obtained permanent employment.

- supports **multiple internal employee networks** worldwide that serve as a platform for the exchange of knowledge and experience, thus fostering mutual understanding and helping to strengthen our corporate culture
  - run by employees on a voluntary basis – are dedicated to women, families, lesbians, gay, bisexual and transgender individuals (LGBT)
  - people with disabilities, US veterans, the older and younger generation, and employees from various ethnic backgrounds.
  - Supported by the organisation, including funding of events.

# WHY CREDIT SUISSE



- Switzerland: First Place in the Diversity Index (January 2017)
- US: Best Asian Pacific American Employer Award (May, 2017)
- US: Recognized as one of the 100 Best Companies for Working Mothers
- UK: Achieved the maximum score in the Corporate Equality Index published annually by the Human Rights Campaign that assesses the performance of 500 companies in recognizing the LGBT rights of employees, consumers and investors
- Hong Kong LGBT Workplace Inclusion Index - Silver Standard 2016
- In 2016, women accounted for 35% of the total workforce and 19% of senior leadership (Directors and Managing Directors), target is 35% as members of Executive Committee by 2020

# THE ROLE OF LEADERSHIP

## GOVERNMENT

# We still have a long way to go

Women lead in less than 10% of the world's 196 countries. Reaching 50:50 will take a lot of conscious effort from both men and women

# ROLE OF GOVERNMENT

- Appropriate funding for departments of Women. (both SA dept of women & UN women-underfunded.
- 23 years later, no women has been Finance Minister.
- Quotas- legislation, implementation and organisation's support

# Nordic Countries-Policies

- Policies in these countries include mandatory paternal leave in combination with maternity leave,
- generous, state-mandated parental leave benefits provided by a combination of social insurance funds and employers,
- tax incentives and post-maternity re-entry programmes.
- Together, these policies have lowered the opportunity costs of having children and led to relatively higher and rising birth rates, as compared to other ageing, developed economies.
- Gender Quotas –Norway (2008) 40 percent of each sex on their boards

# Nordic Countries

- 99 percent - 100 percent literacy for both sexes several decades ago
- more women in the workplace, more shared participation in childcare, more equitable distribution of labour at home, better work-life balance for both women and men and, in some cases, a boost to waning fertility rates.

# GENDER EQUALITY IN 2030

“It is possible if each one of us becomes the change agent we should be, starting with changing the patriarchal mind set we inherited. It takes the true belief that though we are different we are EQUAL”