



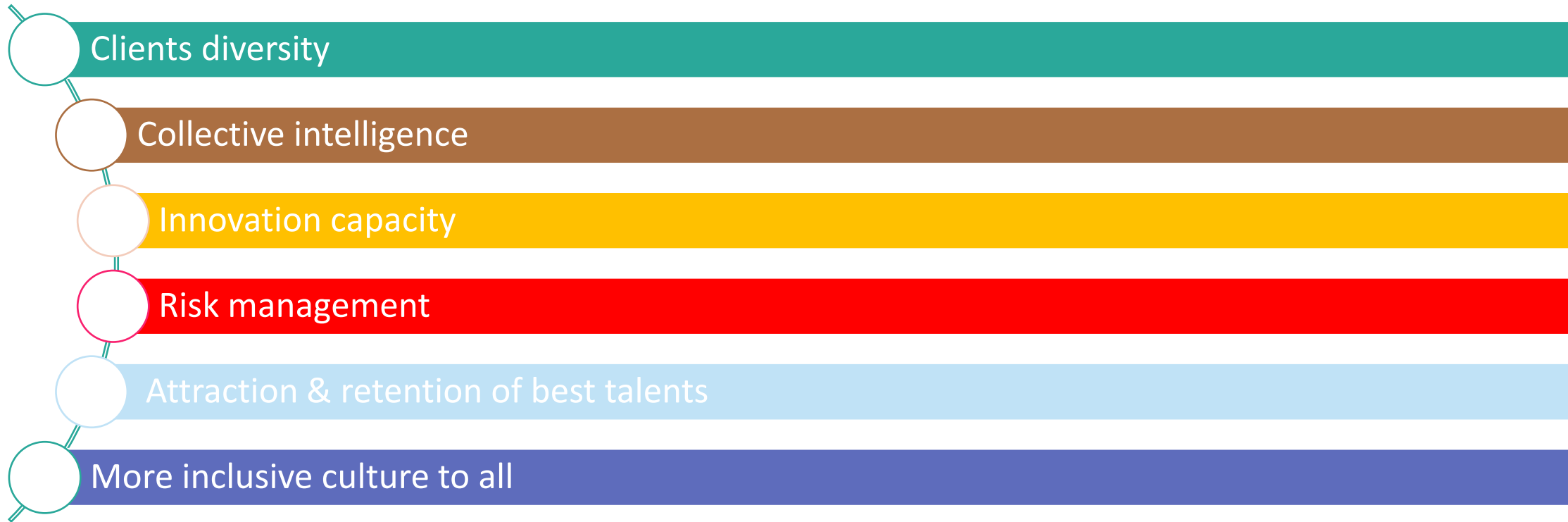
Wo.Men in Finance Belgium Becoming a member

Why should you improve gender equality, as a financial institution ?

50 members preceded you!



Why should you commit to more mixed teams ?





What does Wo.Men in Finance stand for?

Mission

We want to:

- Accelerate gender balance at all levels within the financial sector
- Raise awareness about diversity and inclusion
- Help member companies in creating a more inclusive culture

Charter commitments

Most important commitments:

- Measure glass ceilings in your organisation
 - Support progression of women into senior roles
 - Define an action plan and (internal) gender balance objectives focusing on executive level and middle-management pipeline
 - Publish progress on an annual basis
 - Make sure that the commitment is set at the top of your organisation
 - Commit to identify and share potential impediments and best practices
 - Consider the appointment of a diversity manager/ gender balance expert
- **This charter reflects the aspiration of signatory firms to work together to achieve gender balance at all levels across the financial sector**

Yearly fee

To organize events, workshops, campaigns and develop tools, but also to help your organization with specific proposals, Wo.Men in Finance association asks every member a yearly fee :

<250 employees : 1000 EUR

>250, <500 employees : 2500 EUR

>500 employees : 5000 EUR

How can my company become a member?

Please send a mail to

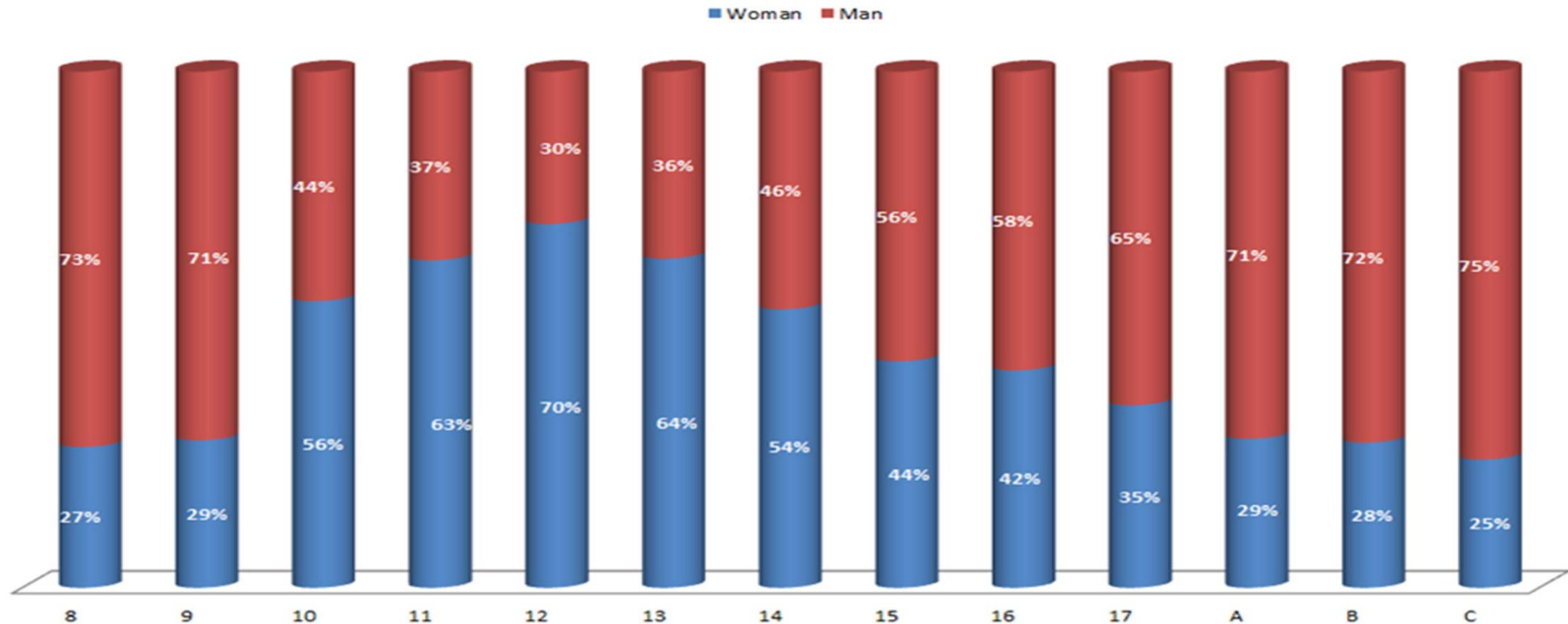
info@womeninfinance.be

Measuring your glass ceilings

How to measure the glass ceilings ?

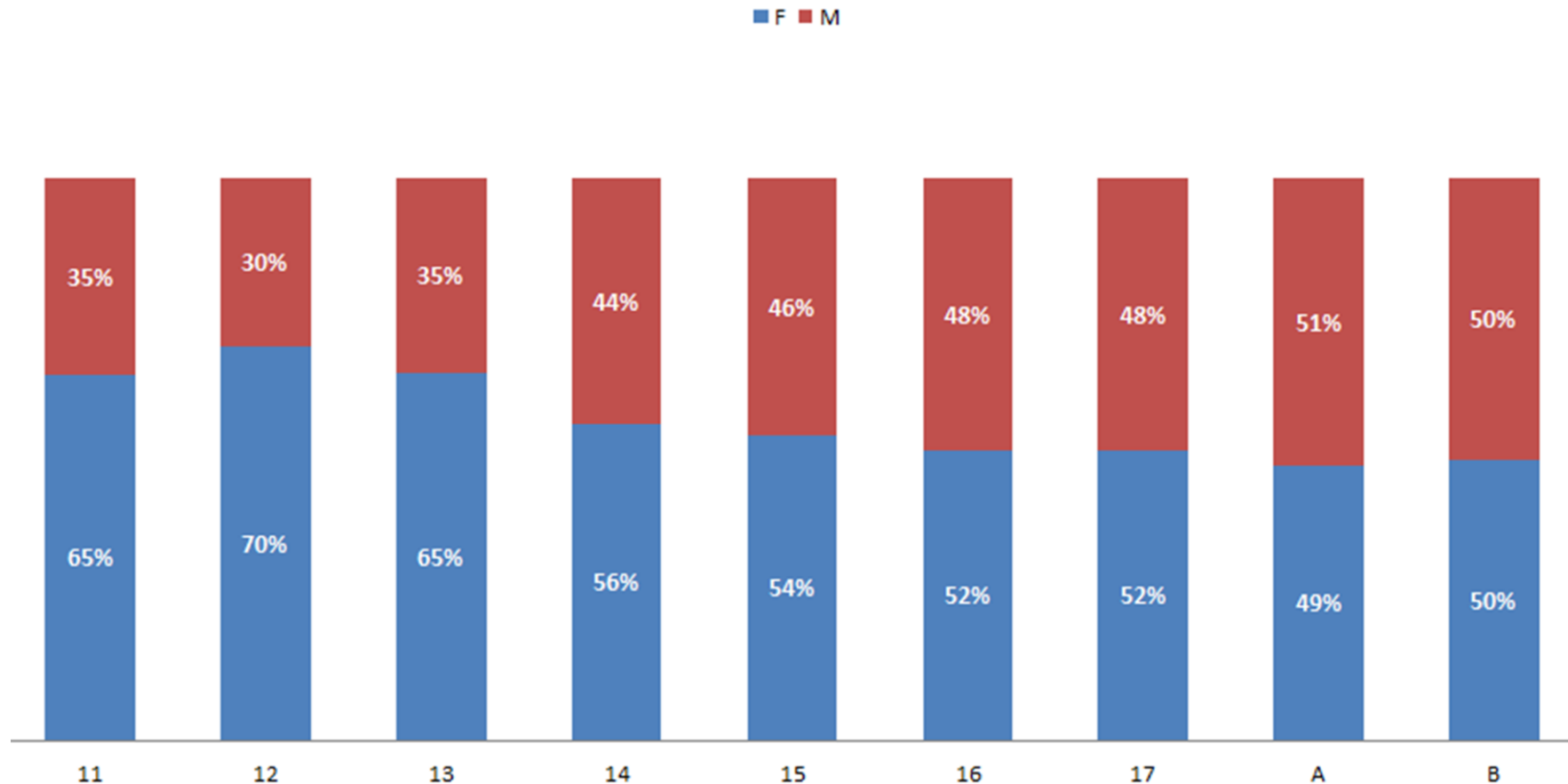
- *Glass ceilings are levels where women tend to disappear more strongly of the organogram, meaning they remain in functions just under those levels.*
- Analyse the % of women and men at every level of your company.
- If there are several levels, go for the detailed analysis.
- “Middle management” can look OK, but you may have a glass ceiling hidden at some level in that block
- Most institutions will find between 1 and 3 glass ceilings. There is usually always one at Senior Management level.

Make glass ceilings visible – in order to break them



Example of an organisation without glass ceilings

GENDER DIVERSITY PER HAY GRADING E2E OPS



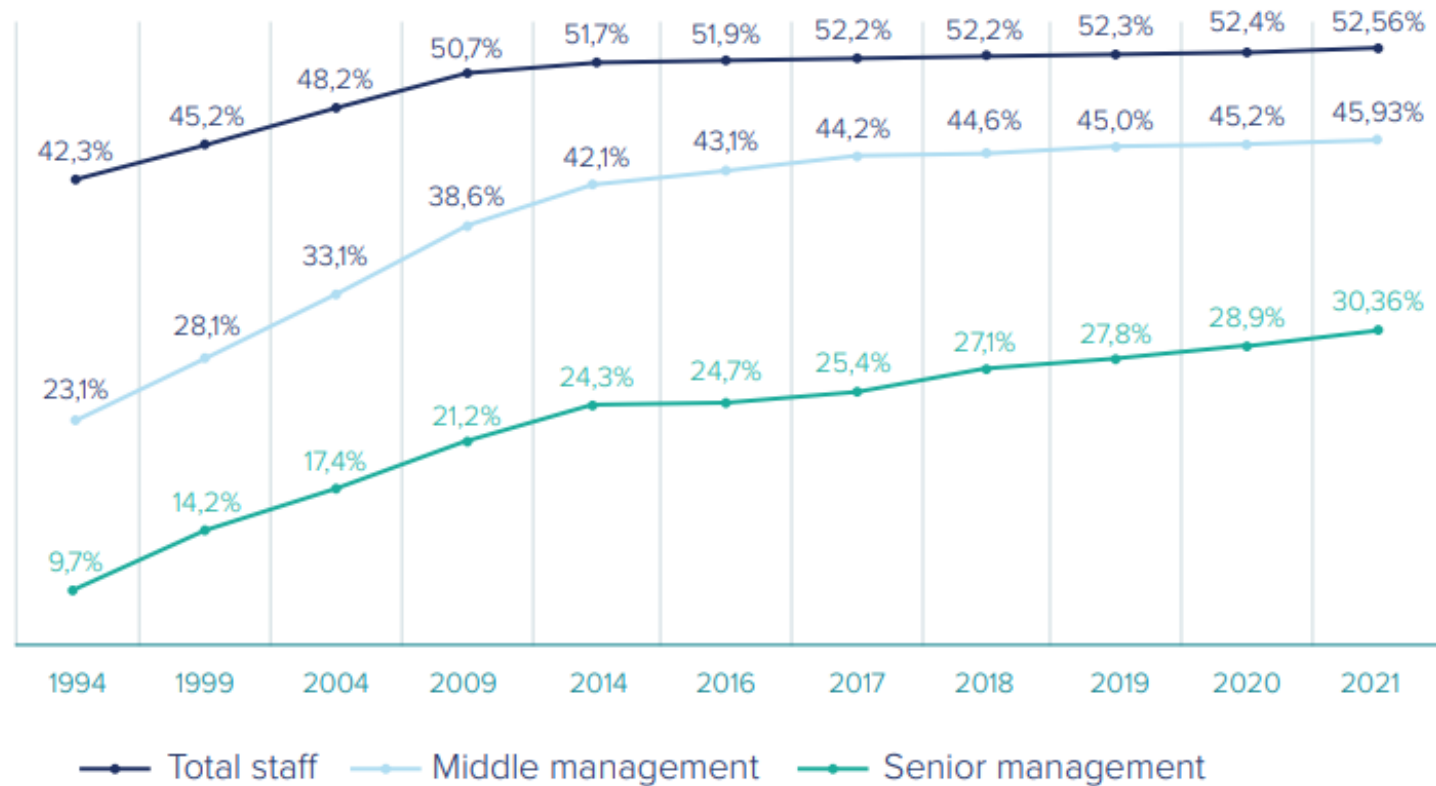
How to build a Diversity & Inclusion Plan

How should a diversity & inclusion plan look like?



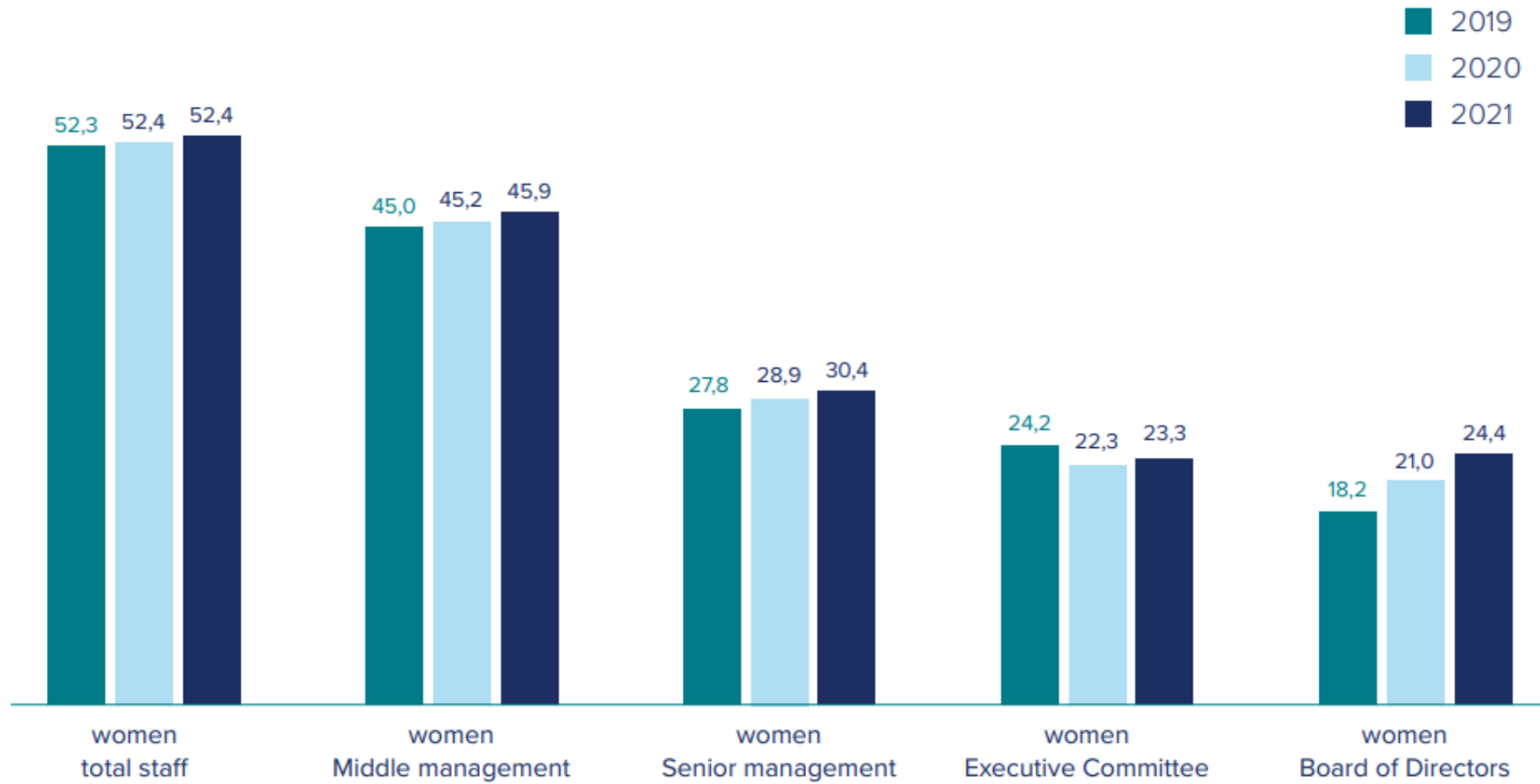
Annual Report 2021-2022

Evolution in percentage of female employees in the financial sector (in terms of category; per 31/12 of each year)



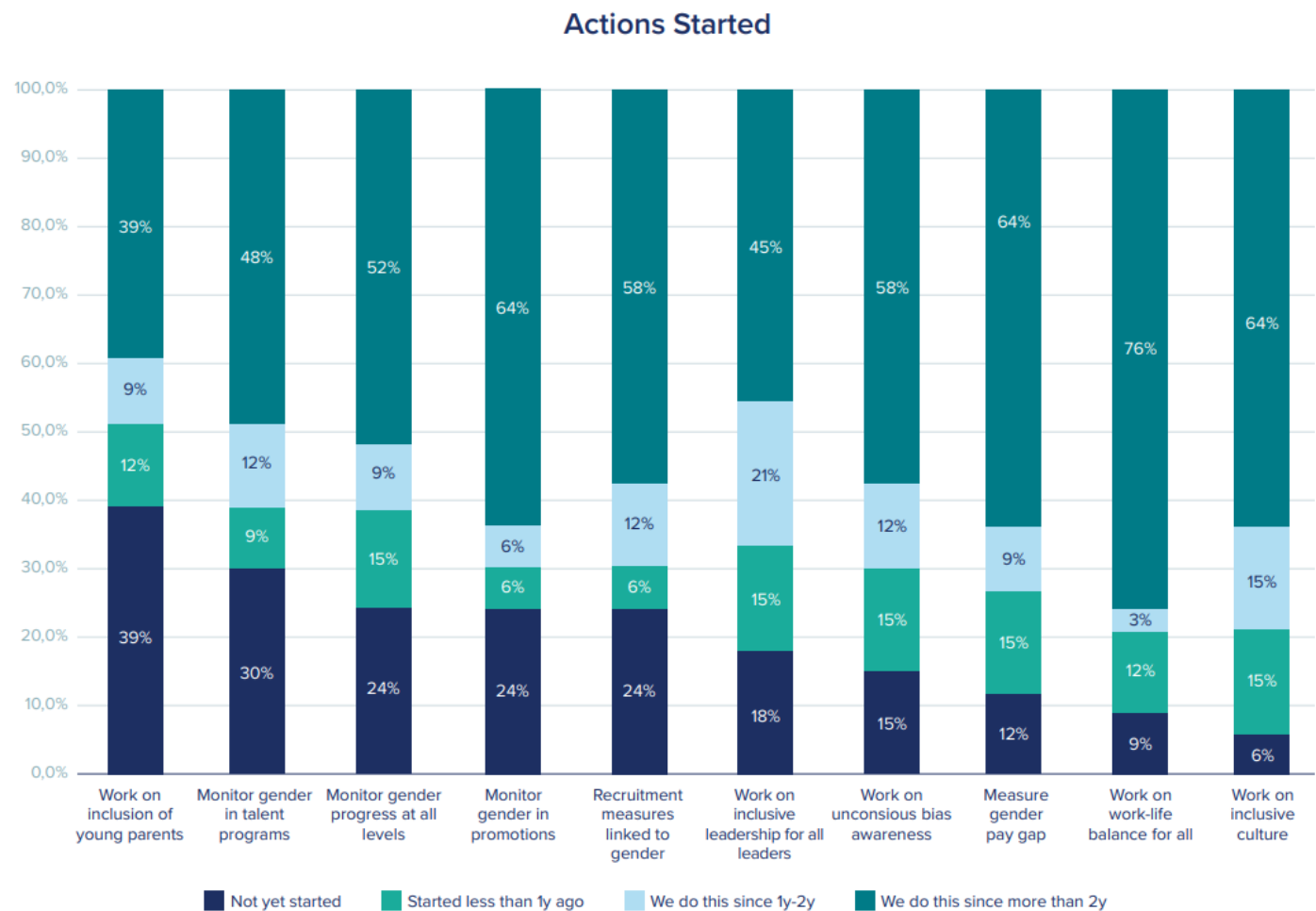
Source: Wo.Men In Finance

Gender equality in terms of category (in %, financial sector)



Source: Wo.Men In Finance

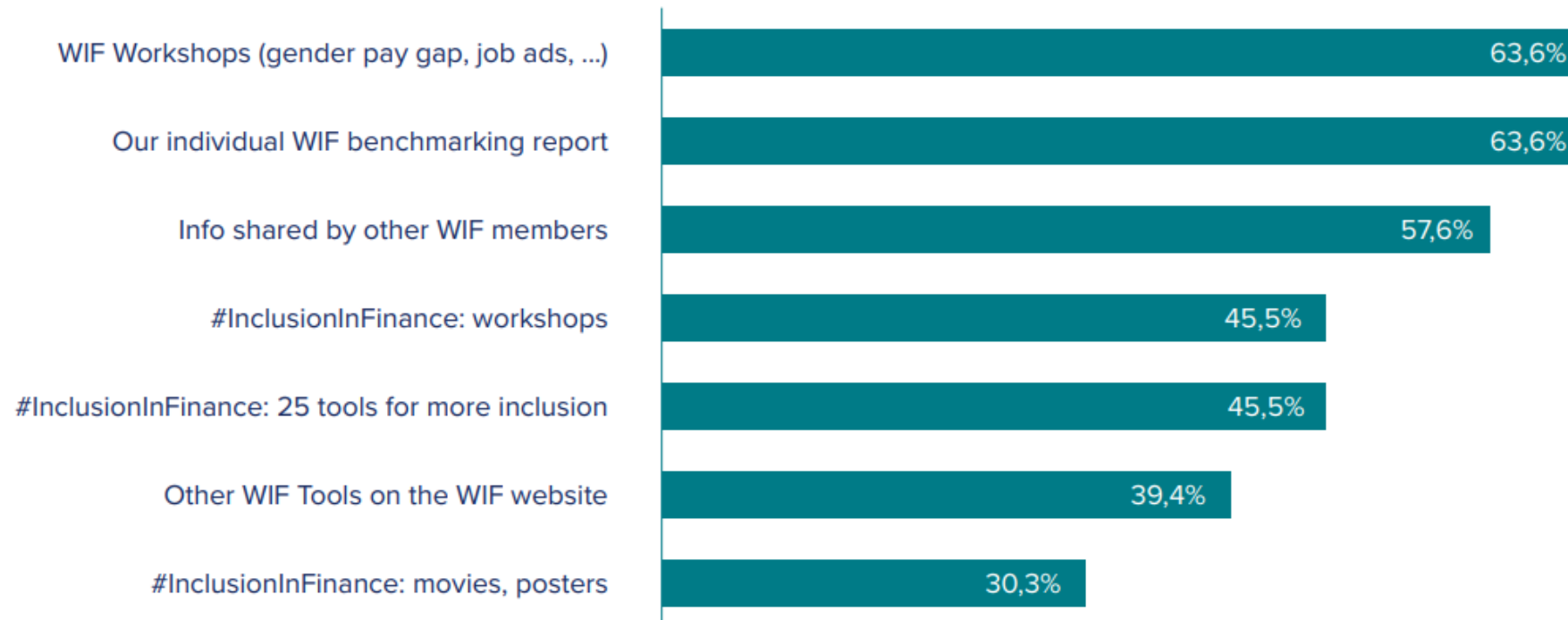
Gender progression among our members



Gender progression among our members

Which Wo.Men in Finance tool(s) did you use last year?

(in % of total; 2021)



WIF Survey on career blockers for women and men in finance

Why do senior executives contemplate to leave the organization?



28% of respondents consider leaving the organization because of specific blocking factors

♂ 23% ♀ **37%**

TOP 3 BLOCKING FACTORS:

- | | | |
|----------------------|-------|-------|
| 1. Leadership style | ♂ 67% | ♀ 65% |
| 2. Office politics | ♂ 47% | ♀ 52% |
| 3. Corporate culture | ♂ 33% | ♀ 35% |

NOT Work-life balance

Annual report

To read our full annual report, go check:

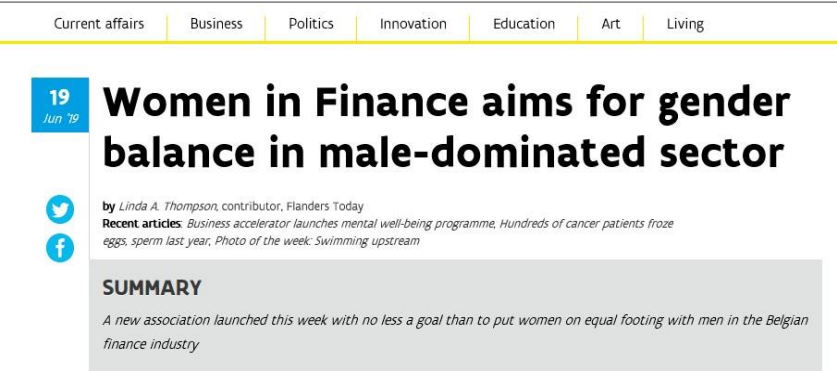
[WIF Annual Report 2021-2022](#)

Wo.Men in Finance in the media



JUNE 17, 2019
BRUSSELS
Gender in Finance: why diversity

To become better companies, it is essential that men and women cooperate in financial organisations to tackle gender diversity and share best practices. This resulted in a charter, which was signed by the members of Women in Finance Belgium.





WO·MEN IN FINANCE

BELGIUM