



Driving diversity



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BARINGS

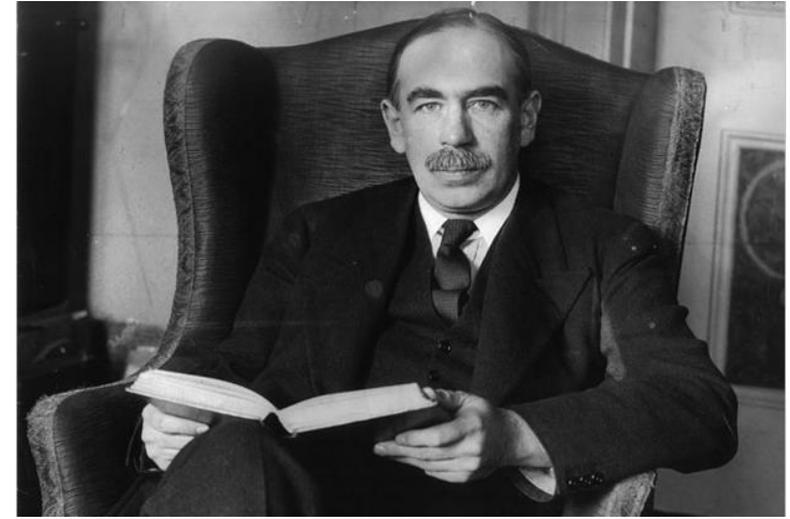


MAZARS

 [#GBI2020](https://twitter.com/OMFIF) [@OMFIF](https://twitter.com/OMFIF) [@dkyriakopoulou](https://twitter.com/dkyriakopoulou) [@katrinajessica](https://twitter.com/katrinajessica)

“It is astonishing what foolish things one can temporarily believe if one thinks too long alone, particularly in economics”

John Maynard Keynes



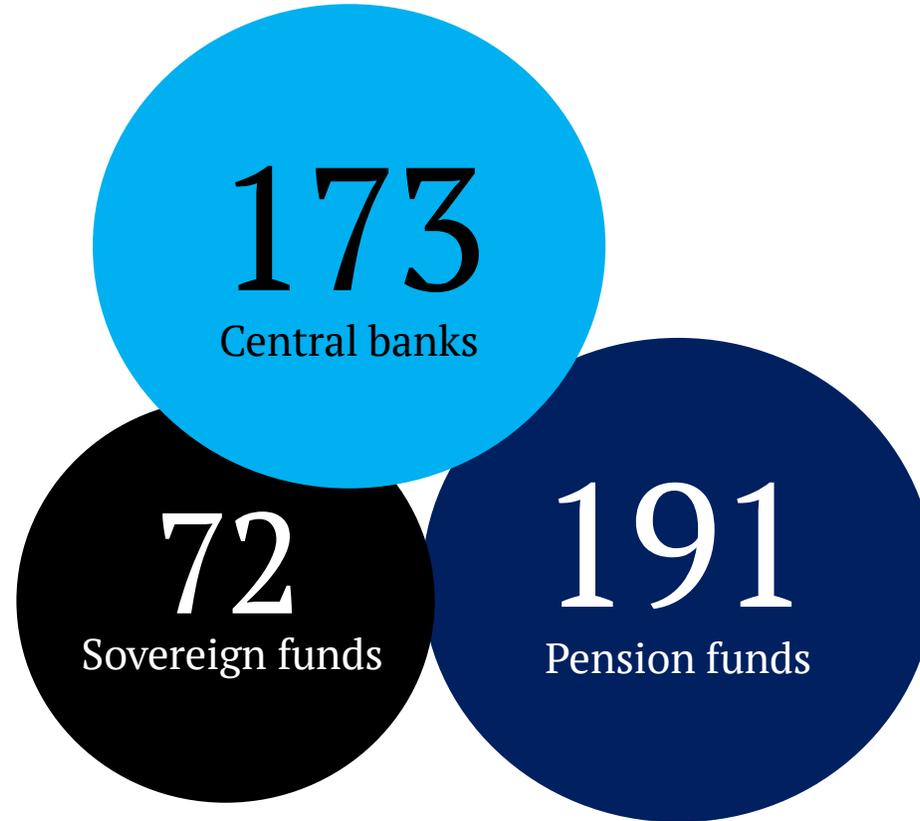
“The more time I spend in boardrooms and leadership discussions, the more I experience the tangible benefits of diversity”

Debbie Blakey,

Chief Executive Officer, Hesta Superfund

About the Gender Balance Index

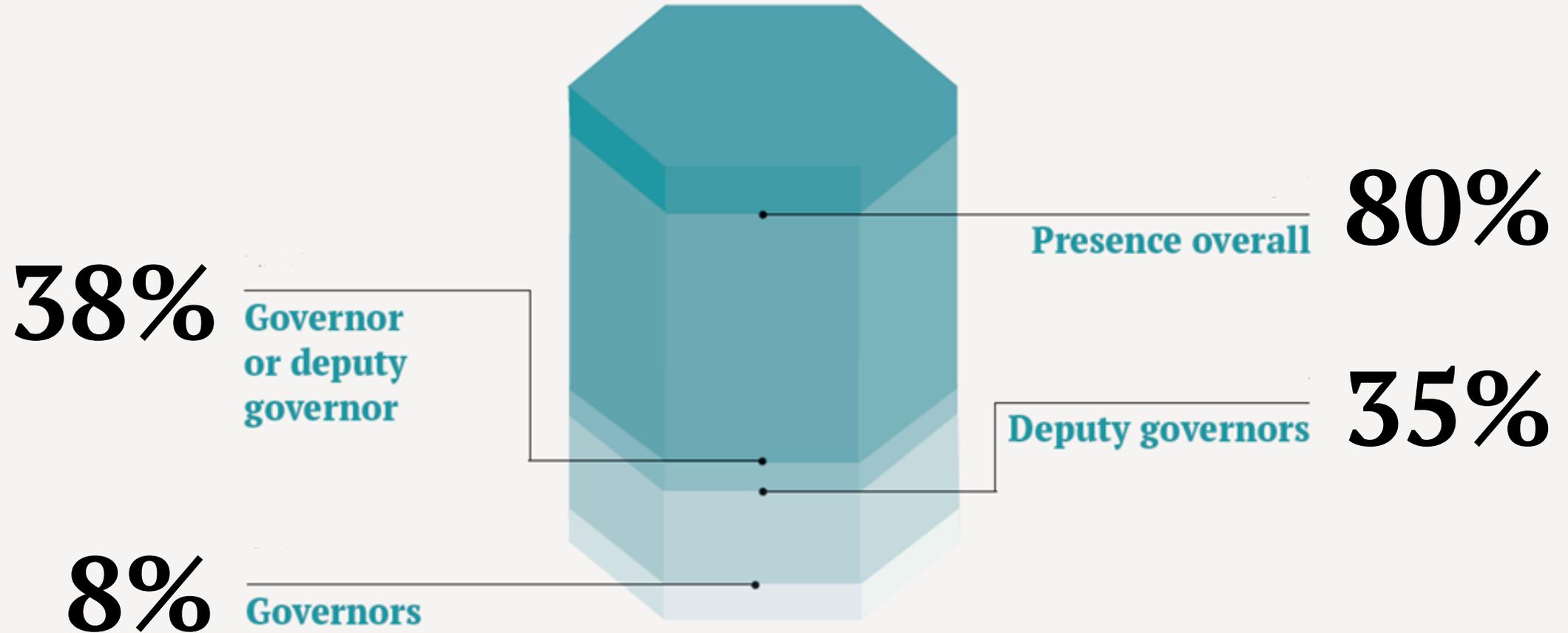
436
institutions



6,726
individuals

ONE IN FIVE CENTRAL BANKS LACKS SENIOR WOMEN

Central banks with percentage of female...



Source: OMFIF analysis

GBI SCORE: SPAIN TOPS THIS YEAR'S INDEX

1



SPAIN: 92

2



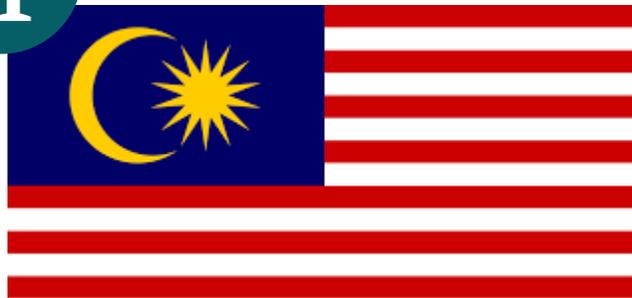
ARUBA: 91

3



ICELAND: 90

4



MALAYSIA: 89

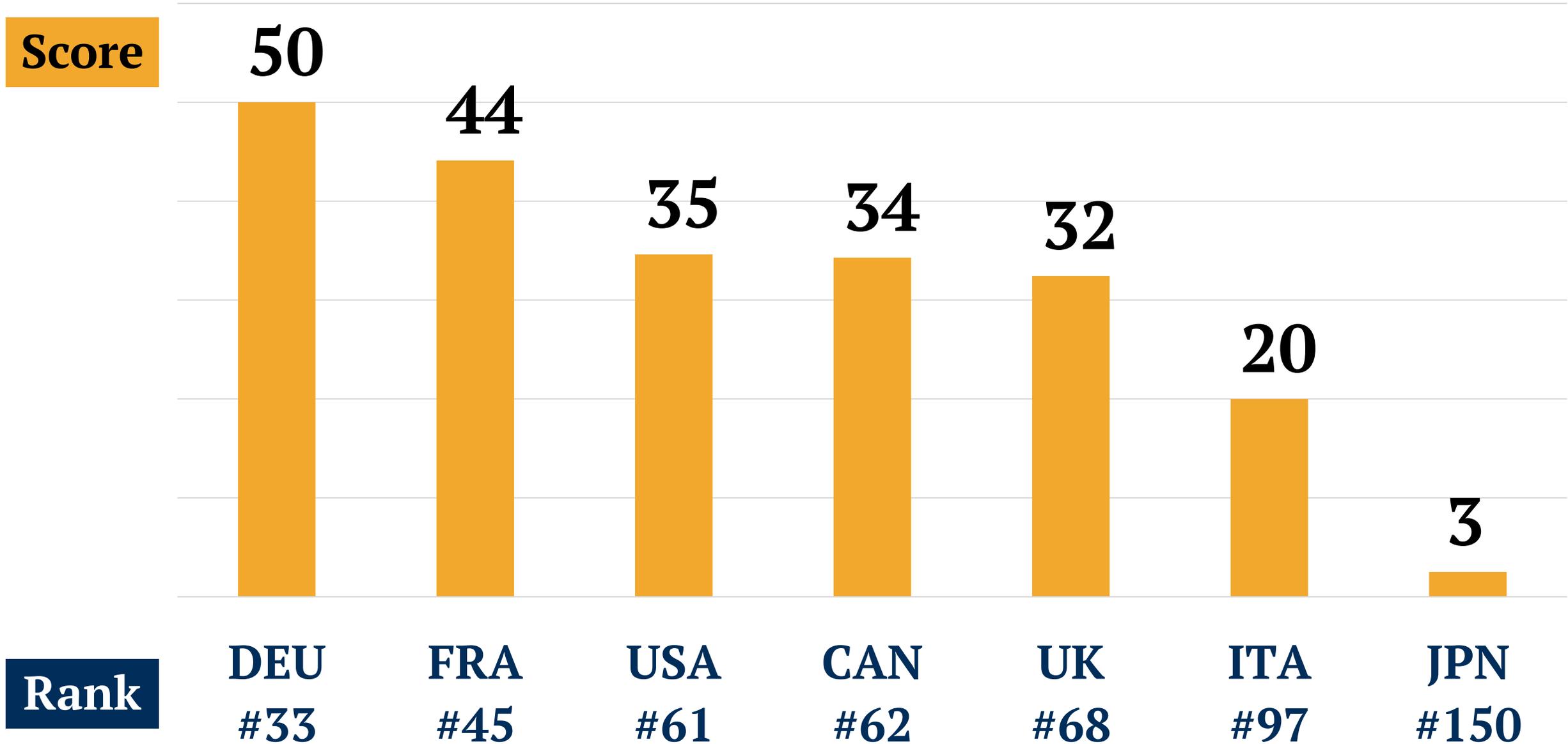
5



RWANDA: 88

+11%
Global score
rises to 27.5
from 24.8

GBI SCORE: BIG DIFFERENCES AMONG G7



LAGARDE TRIPLES ECB SCORE BUT STILL WAY TO GO



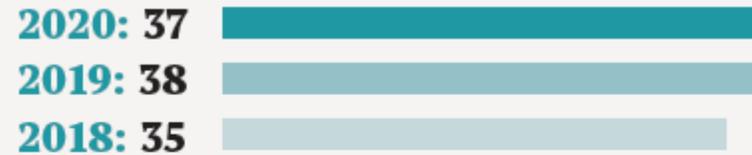
+213%
ECB score
triples to 32.2
from 10.3

EUROPE PERFORMS BEST ON GENDER BALANCE

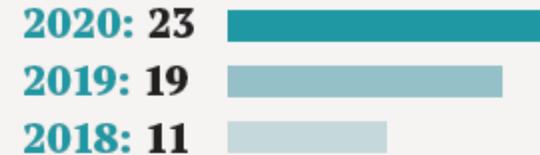
GLOBAL* ▲



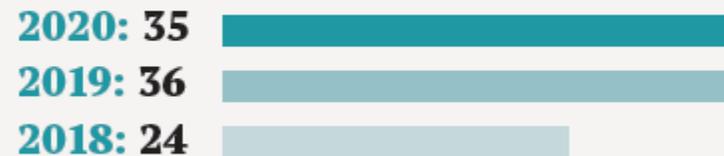
EUROPE* ▼



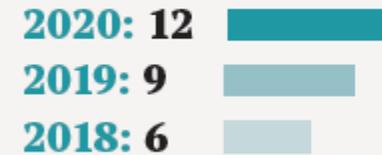
LATIN AMERICA CARIBBEAN ▲



NORTH AMERICA ▼



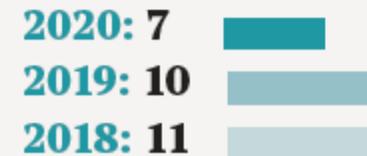
ASIA PACIFIC ▲



AFRICA ▲



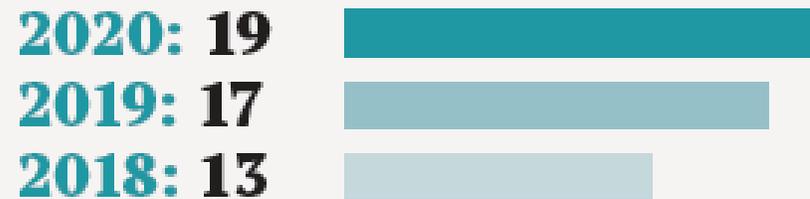
MIDDLE EAST ▼



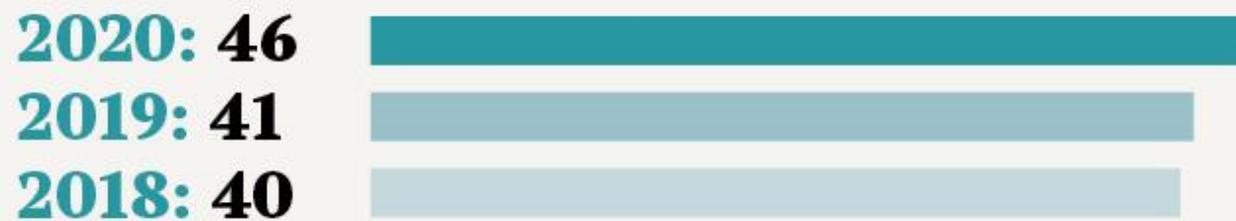
* Global and Europe scores exclude the ECB

OTHER INSTITUTIONS SHOW SIMILAR PROGRESS

SOVEREIGN FUNDS



PUBLIC PENSION FUNDS*



*European public pension funds only

GBI SCORE: SOVEREIGN FUNDS

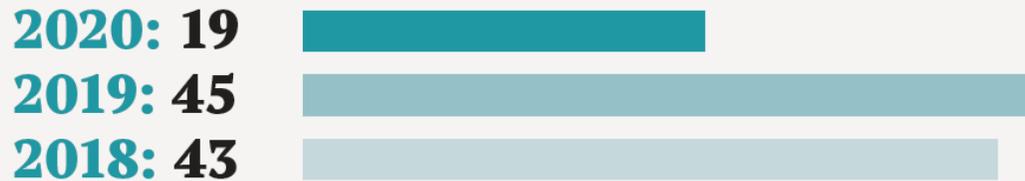
NORTH AMERICA ▼



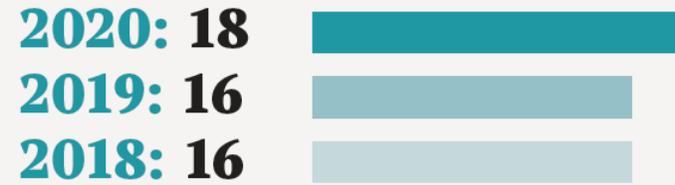
EUROPE ▲



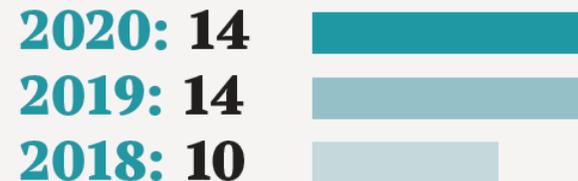
AFRICA ▼



ASIA PACIFIC ▲



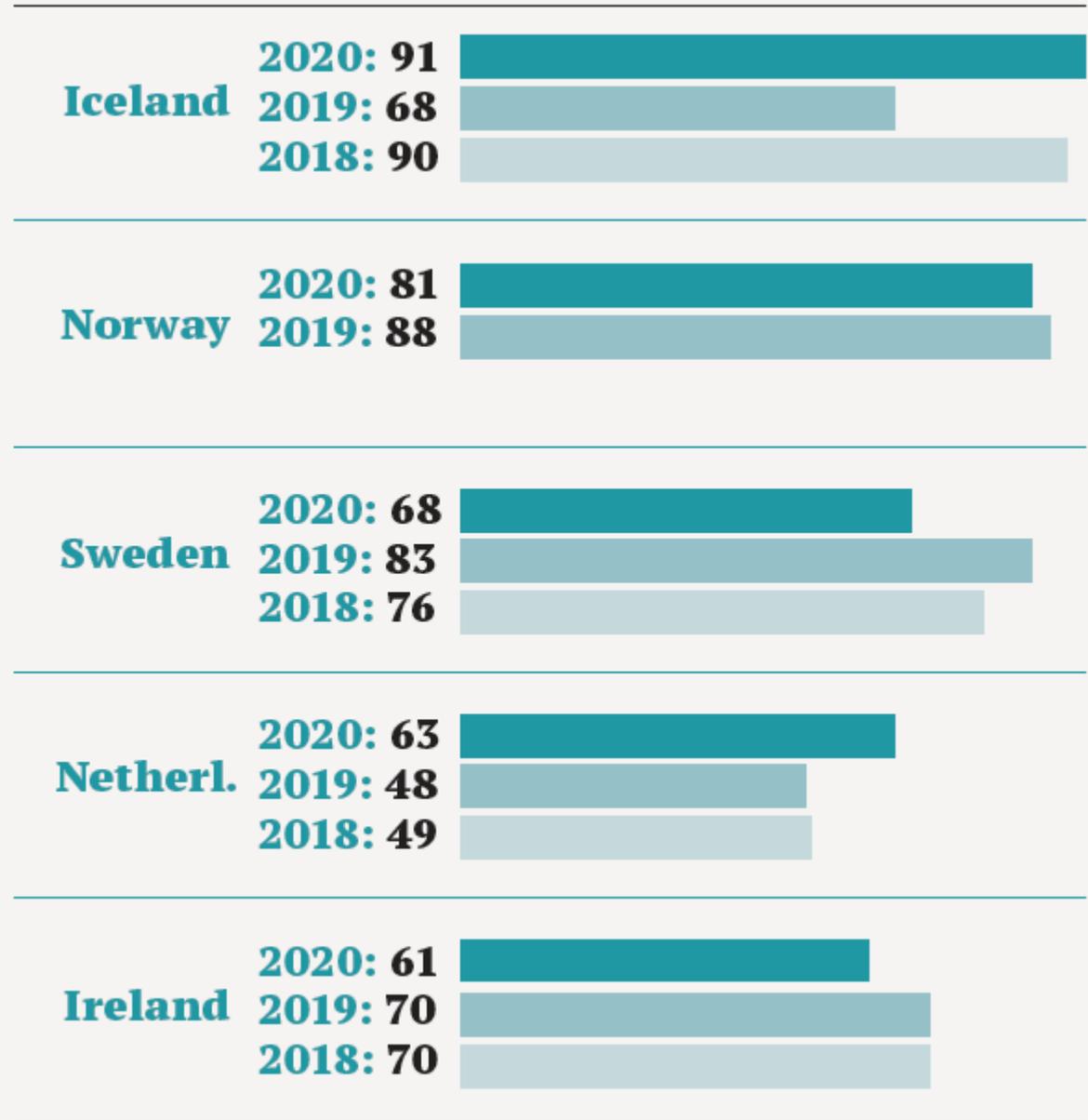
LATIN AMERICA CARIBBEAN ▼



MIDDLE EAST ▲



GBI SCORE: TOP COUNTRIES FOR PENSION FUNDS



PERFECT SCORE



Pensionskassen Sygeplejersker og Lægeseekretærer

Rank: 1
Score: 100

The Gender Balance Index survey: A practical guide to diversity





“To change the culture that has rendered economics such a male-heavy career path, and make the sector more diverse and inclusive, it is important to be proactive”

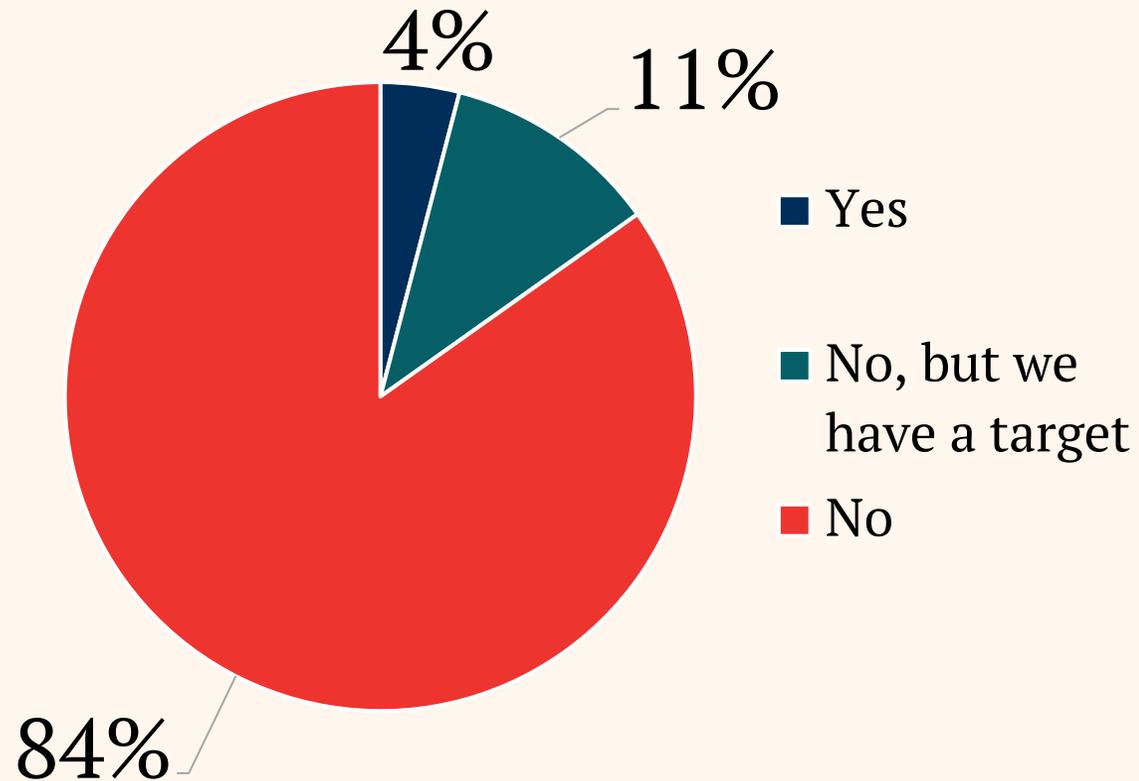
Fernanda Nechio,
Deputy Governor, Banco Central do Brasil

“We cannot expect progress to happen naturally. Organisations and central banks have a key part to play in keeping diversity at the top of the agenda”

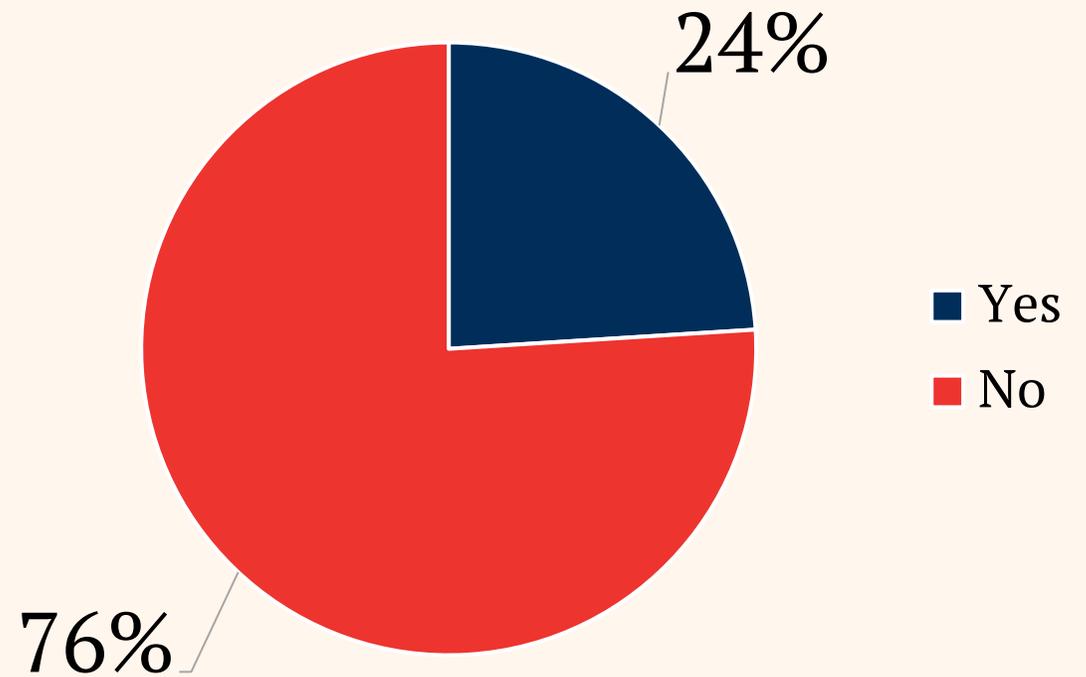
Ben Broadbent,
Deputy Governor, Bank of England



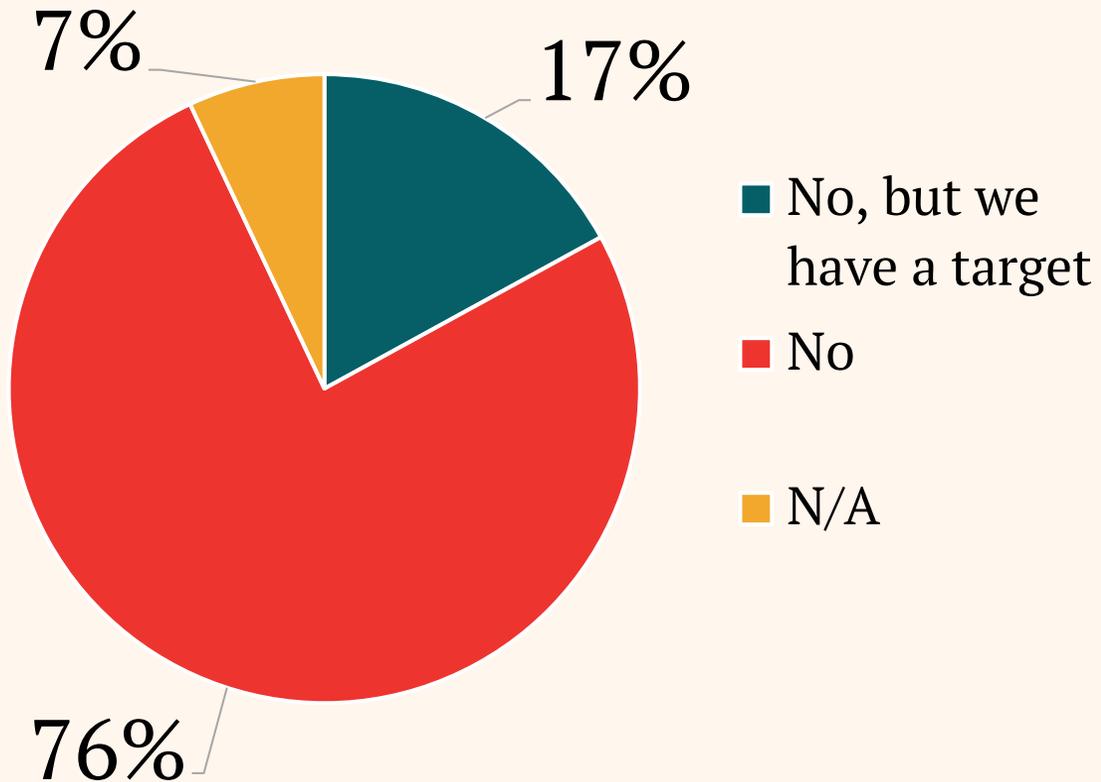
Do you have a gender quota for your board of directors or monetary policy board?



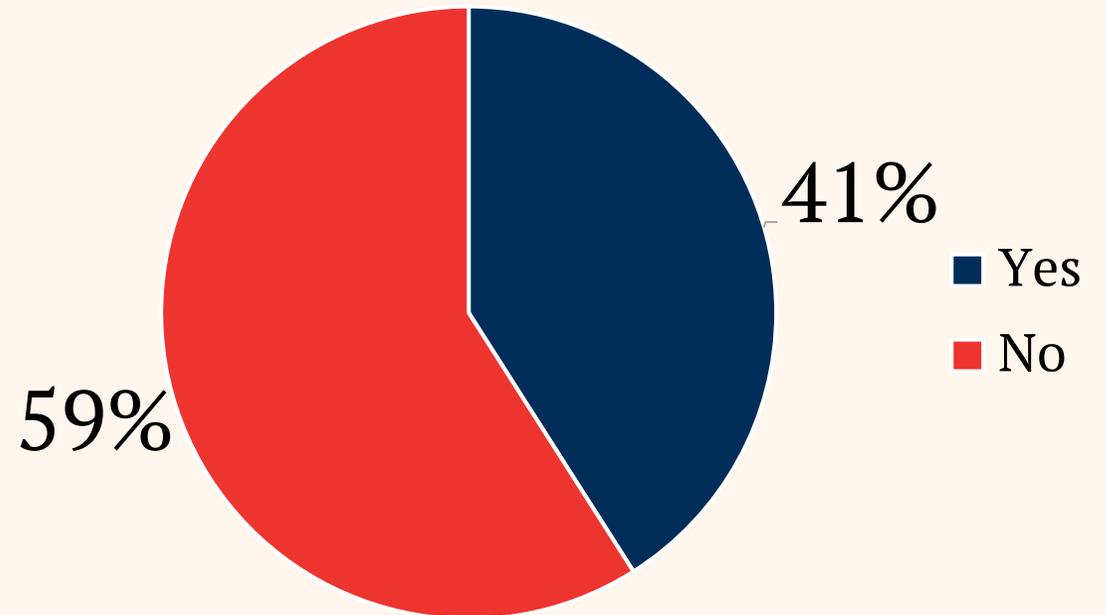
In promoting staff to vacancies in senior management, do you have a policy to ensure that both female and male candidates are selected for interview?



Do you have a gender quota for entry-level staff (ie graduate programme, junior staff, etc)?



In hiring for vacancies, do you have a policy to ensure that both female and male candidates are selected for interview?





“The view that there aren’t enough capable women to fill board positions and senior leadership roles must be challenged, and companies should take measurable action to achieve change”

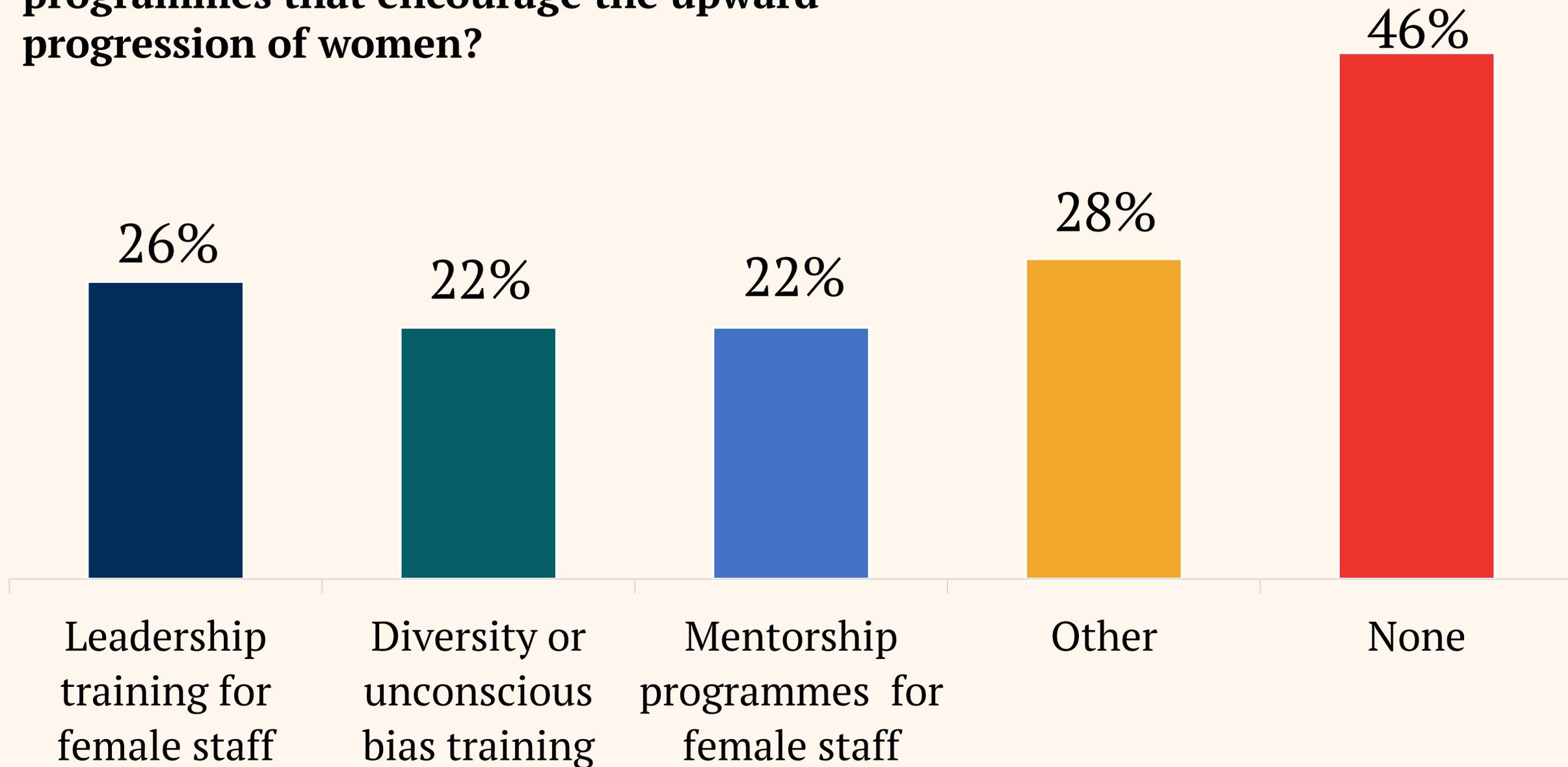
Debbie Blakey, CEO, Hesta Superfund

“Gender targets are a way to level the playing field. There may be criticism from some men who consider they are discriminated against because of the targets, but these are the right tool to help rectify an unfair situation”

**Margarita Delgado,
Deputy Governor, Banco de España**



Do you have any of the following programmes that encourage the upward progression of women?





“I have been fortunate enough to have female mentors in my career”

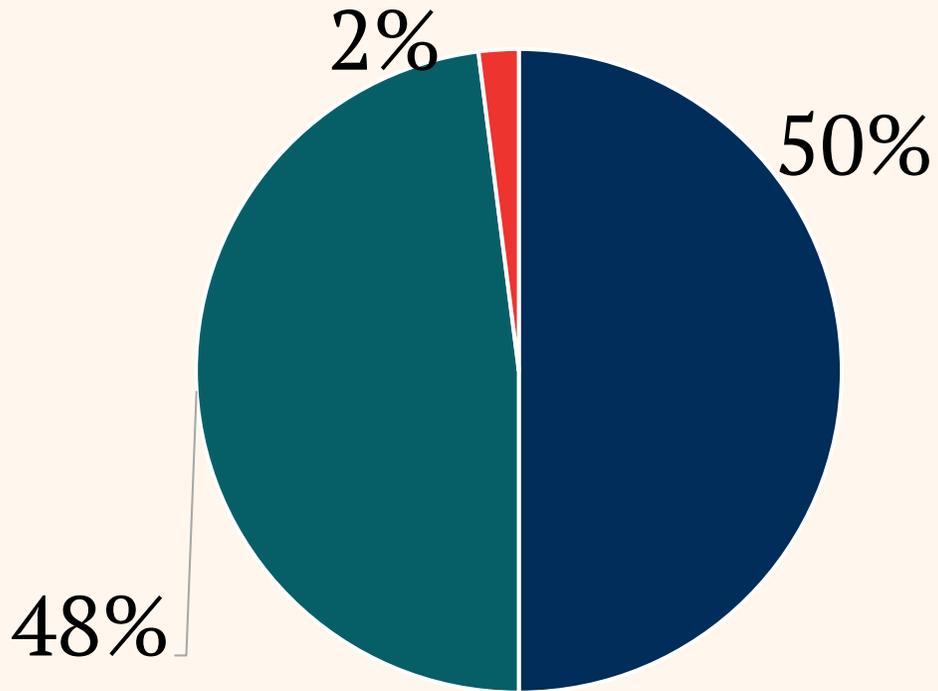
Fernanda Nechio,
Deputy Governor, Banco Central do Brasil

“It is possible women are being left out of informal channels of communication in the company that would allow them to be more effective and get promoted”

Margarita Delgado,
Deputy Governor, Banco de España



Does your staff handbook contain guidelines for reporting incidents of discrimination?

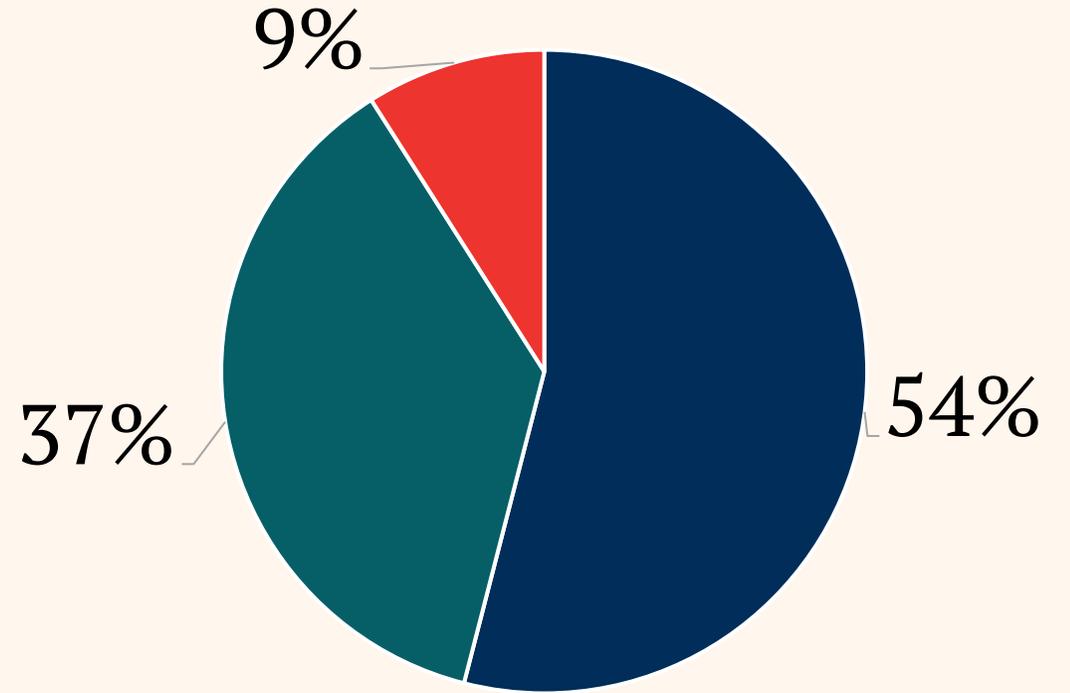


■ Yes

■ No, but we have general guidelines for complaints

■ No

Does your staff handbook contain guidelines for reporting incidents of sexual harassment?



54%

37%

9%

“The task before corporations is not to find ways for women to better fit the current business model, but rather to rethink the model entirely so they can create inclusive places to work ”

Laurence Karagulian, Pauline Pélissier, Cécile Kossoff,
Mazars

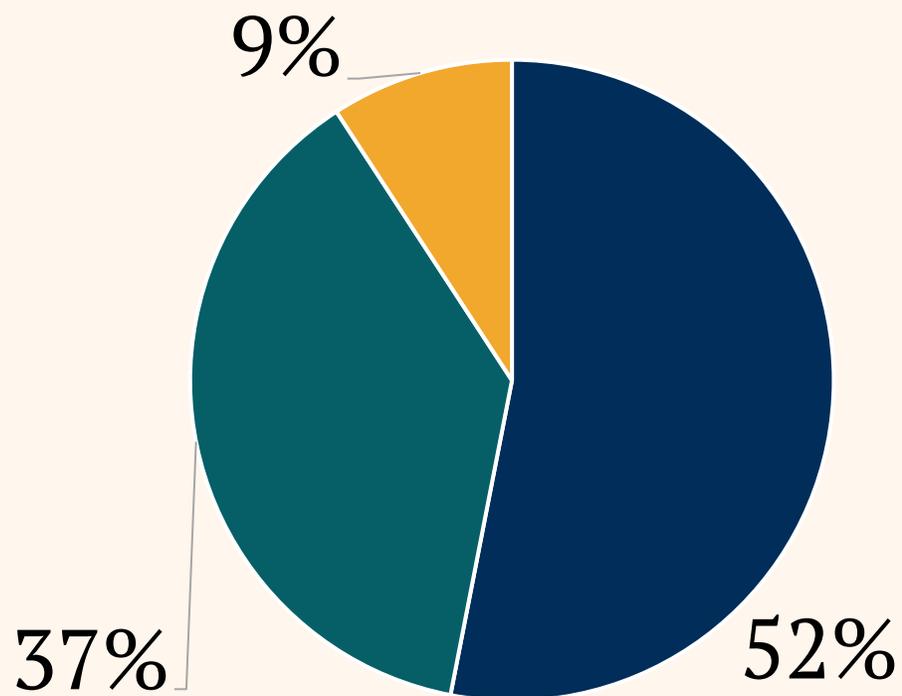
“Executives at the top of the ladder are the best advocates for cultural change”

Irene Espinosa Cantellano,
Deputy Governor, Banco de México

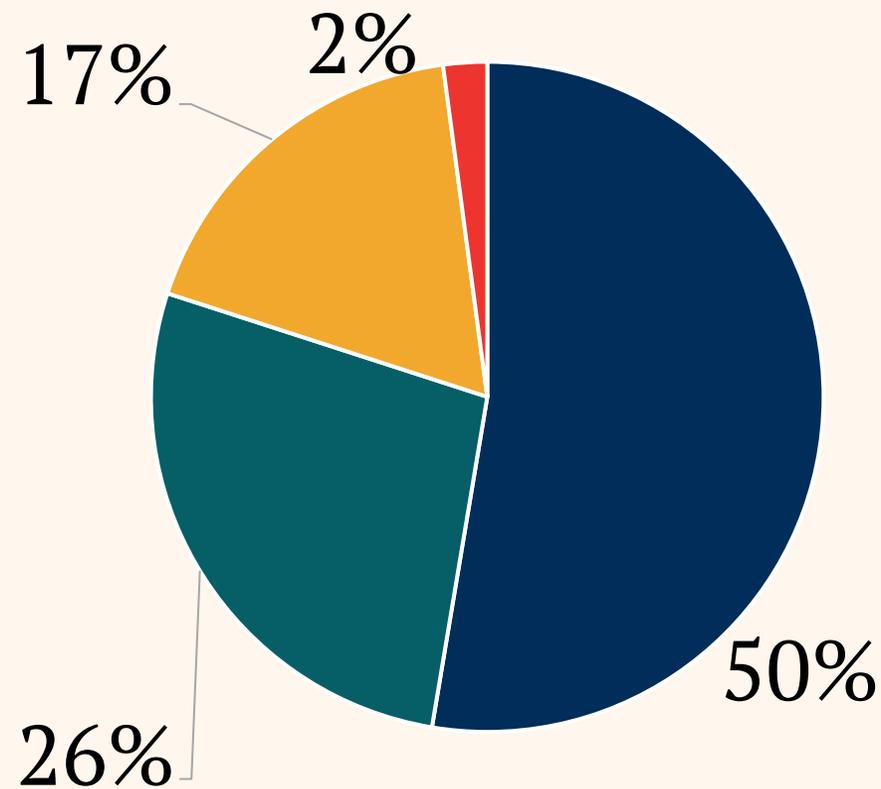


Which of the following describes your...

Maternity leave

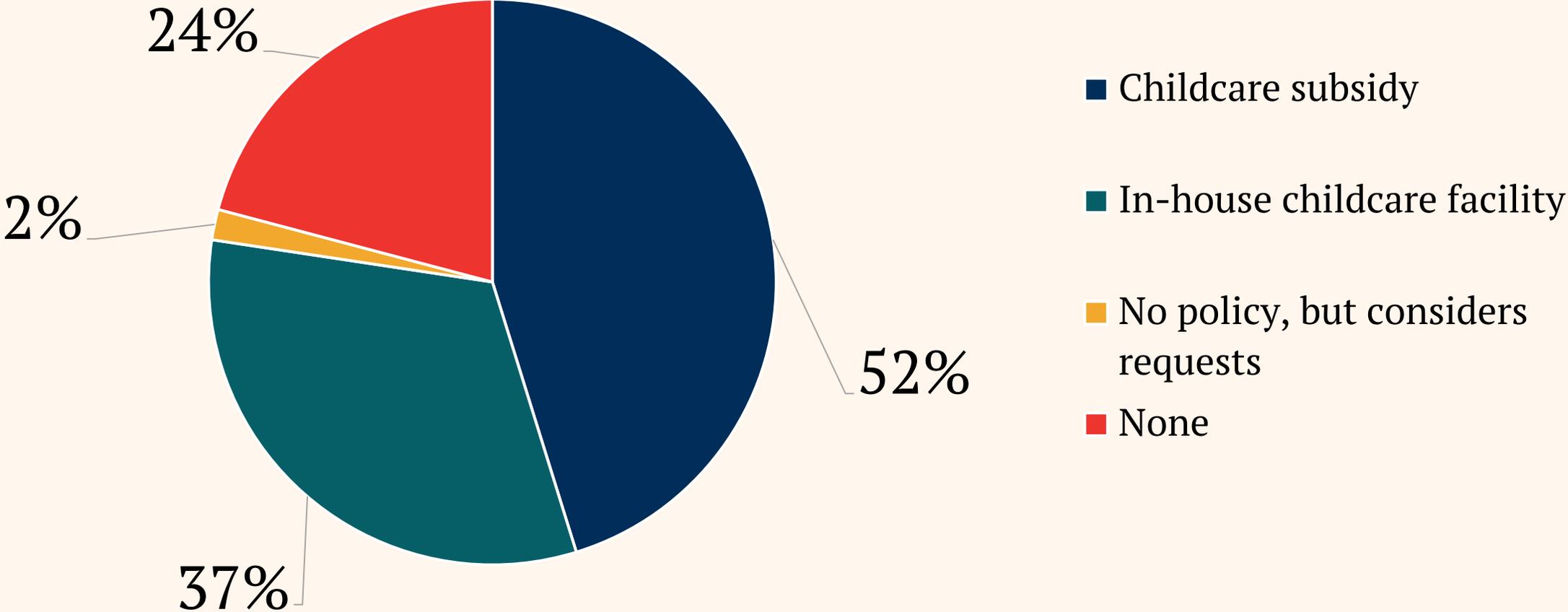


Paternity leave

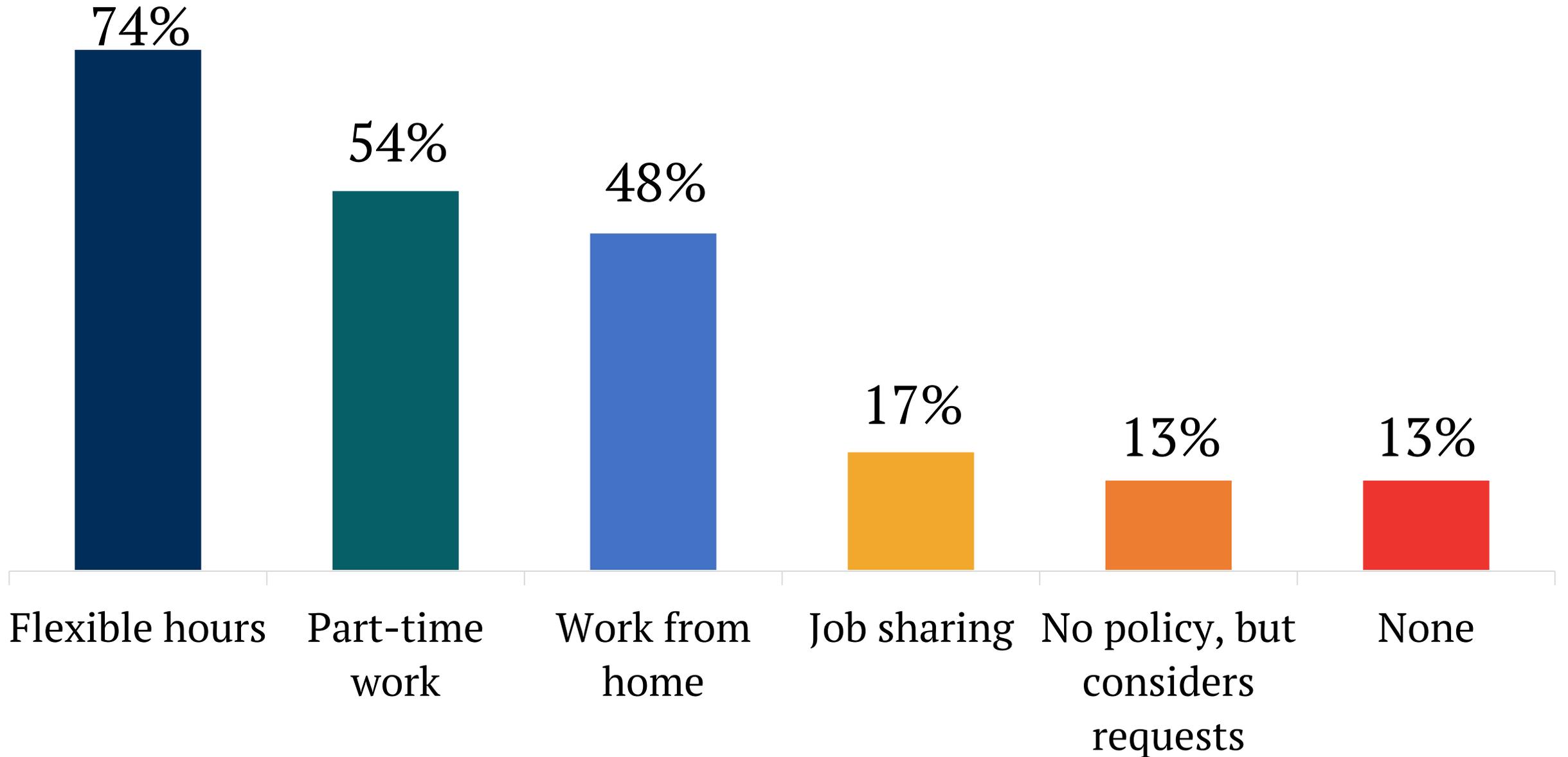


- Goes beyond legal requirement
- Adheres to legal requirement
- No requirement, but we have a policy
- None

Do you offer any of the following forms of childcare support?



Do you offer any of the following working arrangements?



“The 20th century was the age of creating equal opportunities, such as ensuring the same voting rights for women and men. The 21st century must be the age of true equality, from equal pay and top management positions, to equal burden-sharing at home and caring for children or elderly parents”

**Kalin Anev Janse,
Chief Financial
Officer,
European Stability
Mechanism**



**Danielle Anev Janse,
Economist,
Commission de
Surveillance
du Secteur Financier**



#GBI2020

