



# WORKING TOWARDS GENDER EQUALITY AND DIVERSITY

*ESCB DIVERSITY SEMINAR - 11 OCTOBER 2018*





## **I. EQUALITY AT THE BANK DE FRANCE**

1. The Banque de France's actions
2. Equality Ambassadors
3. Talents management

## **II. WORKING TOWARDS GENDER EQUALITY AND DIVERSITY (Talentu'elles)**

1. Mottos of Talentu'elles
2. Talentu'elles, two years of action
3. Working towards gender equality and diversity
4. Appendix: talenteam themes
5. Survey : Gender in the ESCB

**Reinforce** the policy currently in place designed to attract more feminine candidatures on senior management positions

**30% objective for 2019**

Head of Department = **23 % of women** // Head of divisions = **45 % of women**

**Ensure** the inexistence of pay-gaps

**7%**

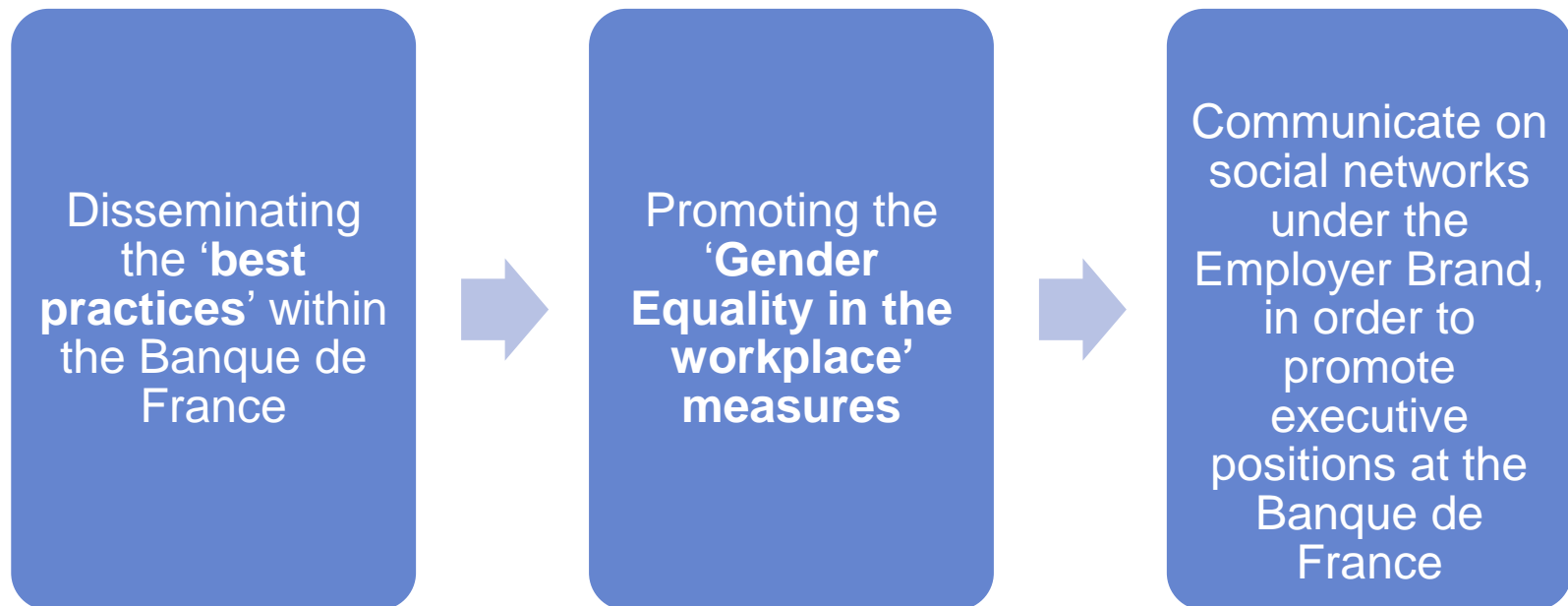
**Still 7 % in 2018**, mainly due to the low number of women in high positions

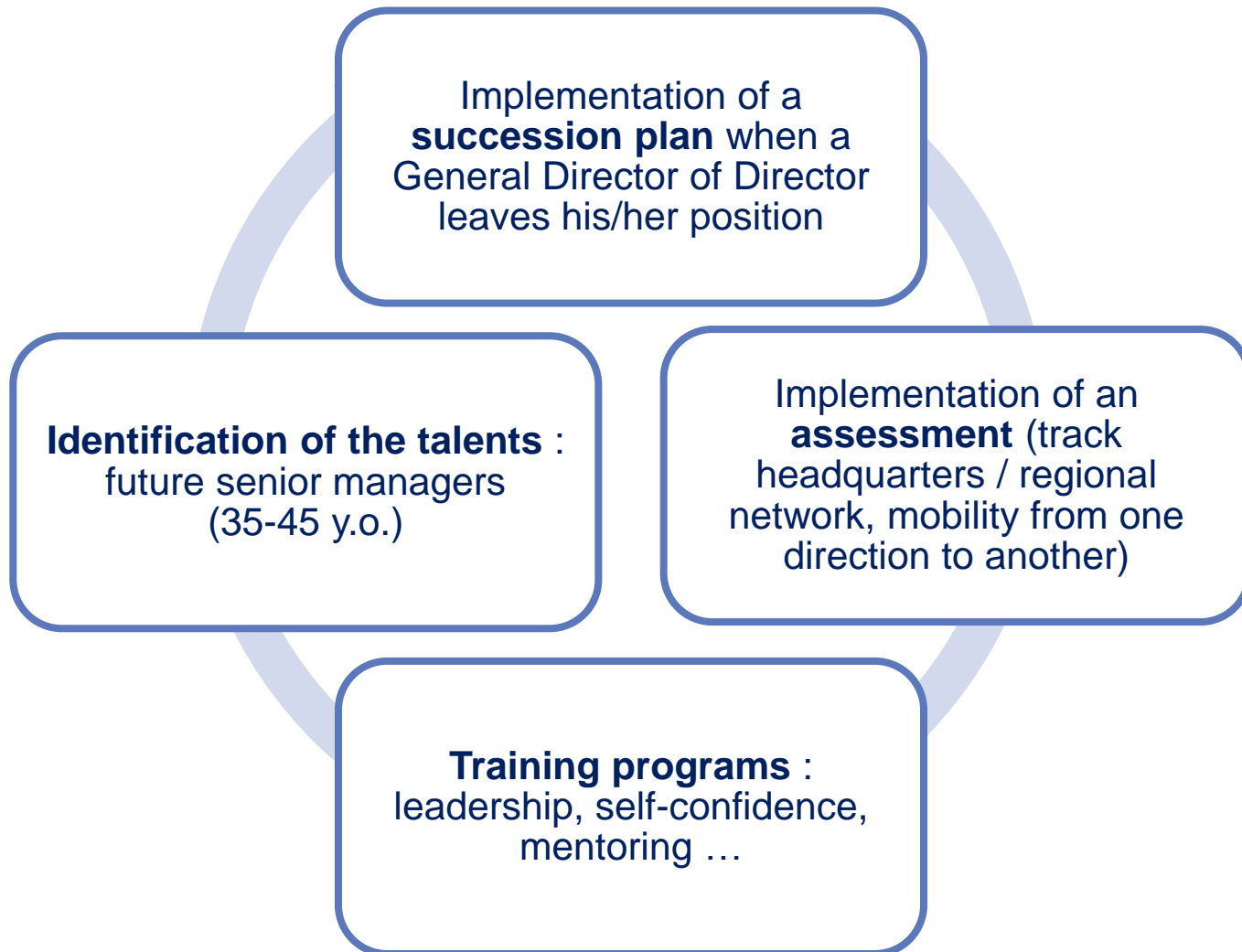
**Favour** policies concerning work-life balance: part-time, teleworking, parenthood charter, ...

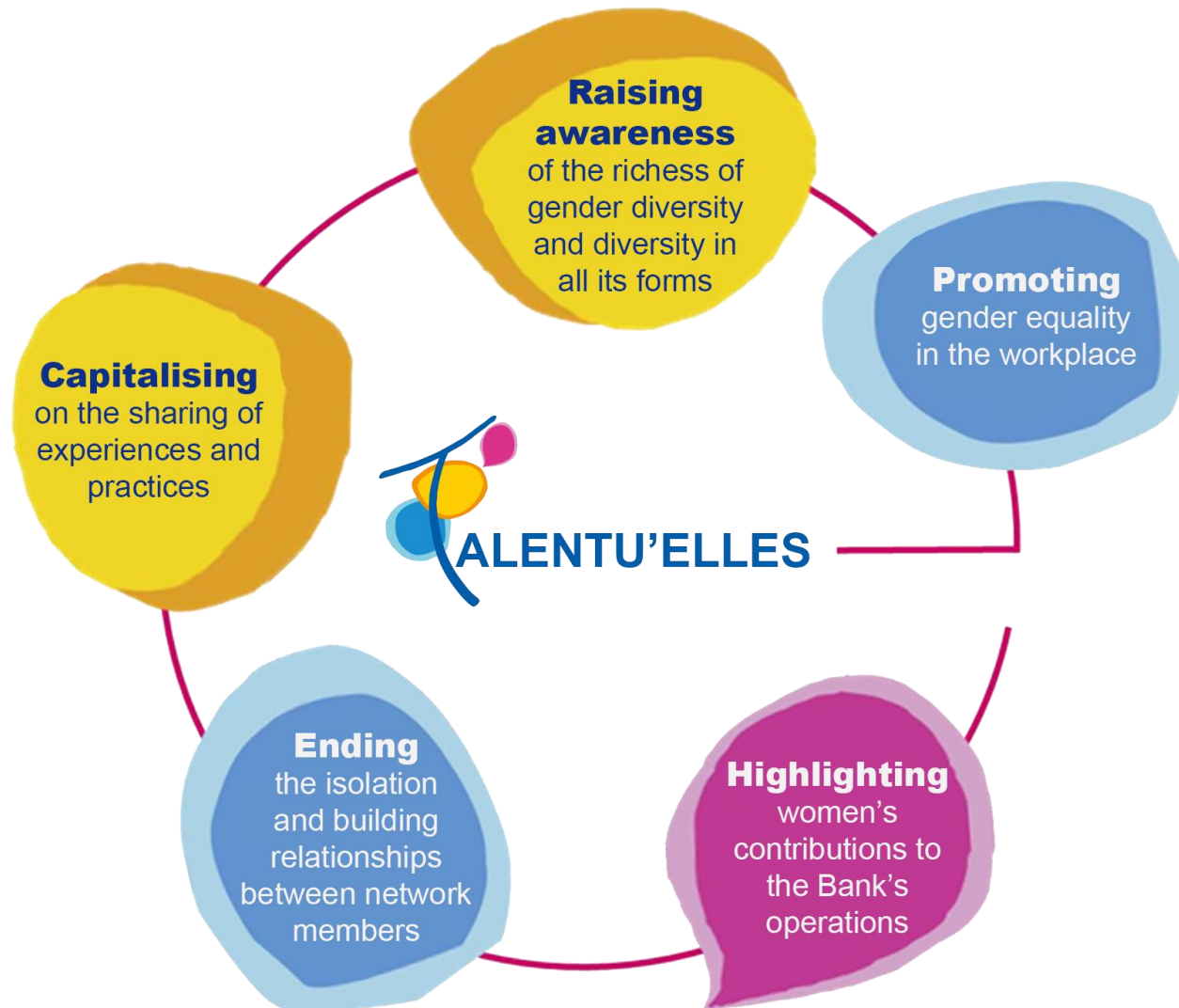
**81% of women in Part-time // 67,5% of women in Teleworking**

- There are **20 ambassadors** : 10 men and 10 women

Their missions :

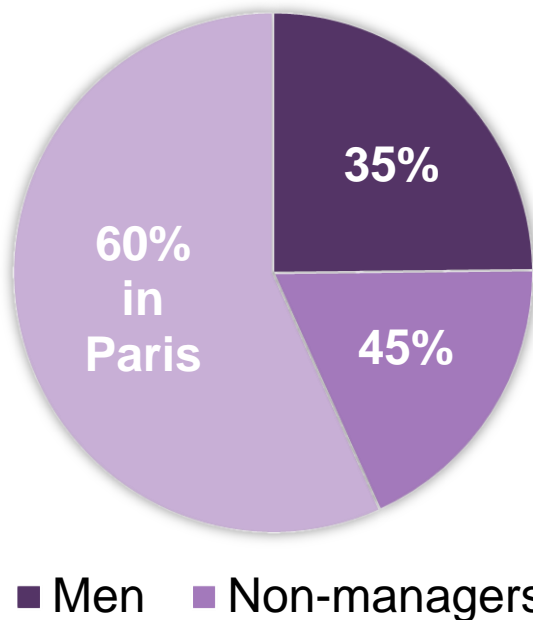




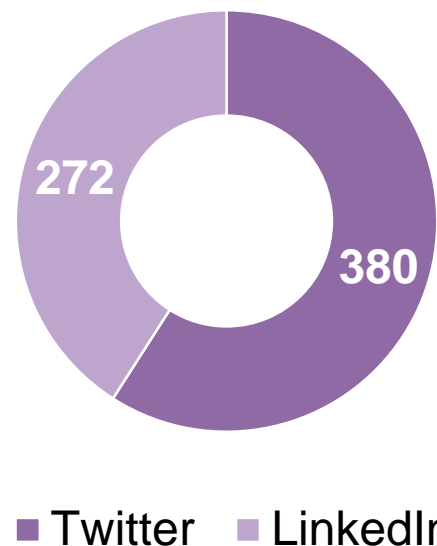


**Internal and external communities**, with 20 to 30 new members each month, discussions on issues concerning gender equality and diversity in all its forms in the workplace.

**Internal network: 657 members**



**External network:  
Social media**



## Talentu'elles events and productions:

- ✚ "Encounters" with observers, guests and the screening of videos, 6 Talentu'elles afterworks under GDs' patronage.


- Topics:





## Talentu'elles events and productions:

### **Conferences:**

- "*Et les hommes dans tout ça?*" ("And the men in all this...?")
  - "*Femmes et argent*" ("Women and money") with PWN
  - "*SNCF au Féminin*", a documentary produced in partnership with the *SNCF au féminin* network (5 000 members)
-  The "***Grands Témoins***" series of 1'30 videos, in which the Bank's DGs recount their experiences

## Mentoring pilot programmes: 12 pairs

- A review currently underway with mentors and mentees
- 2 retired senior managers among the mentors, including the former HR manager
- 12 mentees and 6 male mentors
- experience sharing with other networks (the Casino Group, BNPP)
- discussions on developing the initiative on a broader scale

## WORKING WITH OTHERS

Women 's SNCF

The *Banca d'Italia's* women's association

Administration moderne

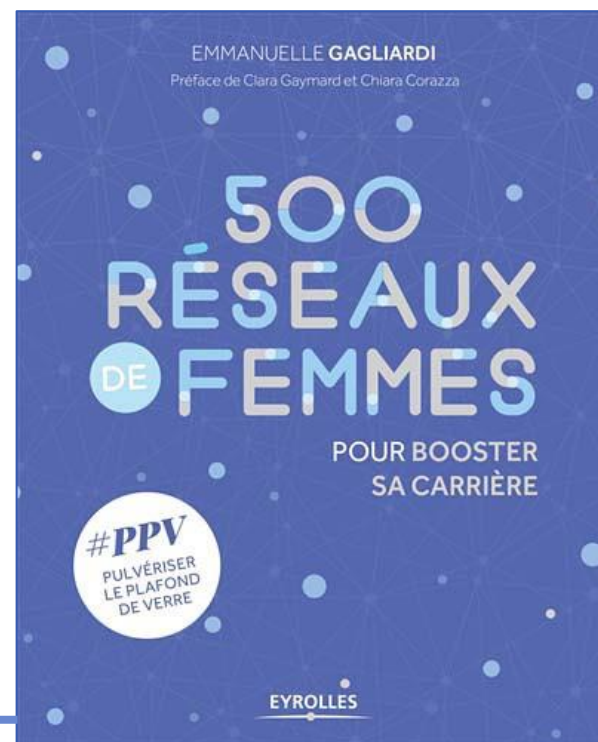
Femmes et Diplomatie  
(Minister of Foreign Affairs)

Professional Women's Network (PWN)

TEDxWomen Paris 2018

The Femme de Justice network

A network listed in the 2018 [guide to the top 500 women's networks](#)



A network sponsored by Nathalie Loiseau, French minister for European Affairs



## Arranging the Governor's participation at Talentu'elles' anniversary on 10 December

Invitations extended to DGs/DGAs, members of the General Council, regional managers, equality ambassadors and the *Perspectives Jeunes Committee*\*.

The Bank is implementing a **Gender Diversity Charter** supported by the DGRH and the workplace equality officer, Emmanuelle Assouan, with a commitment to systematic gender diversity among the participants of internal and external Bank-organised events.

\*20 young professionals who are interested in the Banque de France's strategy.

Launching Talentu'elles' active subnetworks, TalenTeams, with GDs' support for a limited one-year period and on a specific theme (1 or 2 sponsors per team from different GDs), with the remit of proposing targeted initiatives and tailored deliverables.



- Casual sexism
- Women and digital technology
- How management and personal development can support diversity
- Coaching/mentoring: future steps
- Stress and the workload: how to resist social conditioning and fight back against stereotyping



Thank you for your attention