



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)

- 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:

Disseminating the 'best practices' within the Banque de France



'Gender
Equality in the
workplace'
measures



Communicate on social networks under the Employer Brand, in order to promote executive positions at the Banque de France



TALENTS MANAGEMENT



Implementation of a succession plan when a General Director of Director leaves his/her position

Identification of the talents: future senior managers (35-45 y.o.) Implementation of an assessment (track headquarters / regional network, mobility from one direction to another)

Training programs: leadership, self-confidence, mentoring ...



MOTTOS OF TALENTU'ELLES





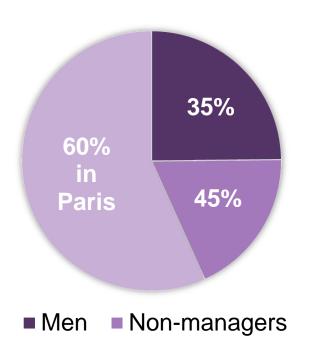


TALENTU'ELLES IN DAY-TO-DAY BUSINESS

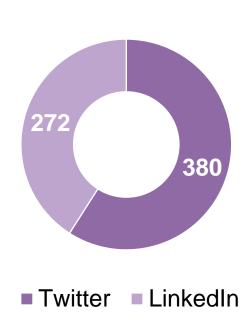


Internal and external communities, with 20 to 30 new members each month, discussions on issues concerning gender equality and diversity in all its forms in the workplace.

Internal network: 657 members



External network: Social media





TALENTU'ELLES IN DAY-TO-DAY BUSINESS (INTERNAL)



▼ Talentu'elles events and productions:

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





TALENTU'ELLES IN DAY-TO-DAY BUSINESS (INTERNAL)



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

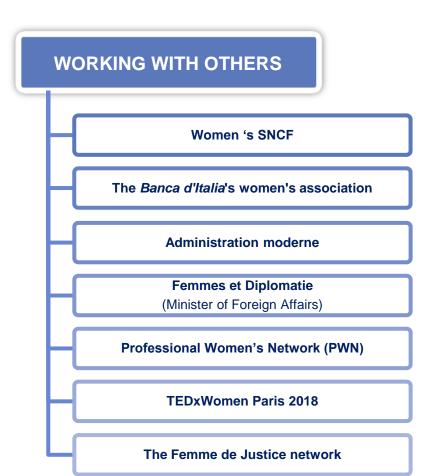
- A review currently underway with mentors and mentees
- 2 retired senior managers among the mentors, including the former HR manager
- 12 mentees and 6 male mentors
- experience sharing with other networks (the Casino Group, BNPP)
- discussions on developing the initiative on a broader scale



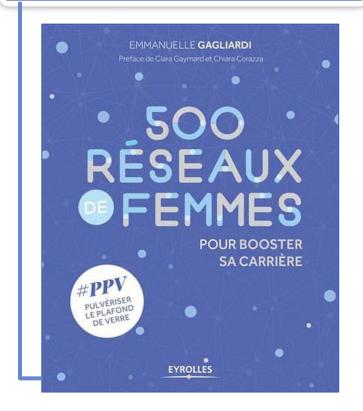


TALENTU'ELLES IN DAY-TO-DAY BUSINESS (EXTERNAL)





A network listed in the 2018 <u>guide to</u> the top 500 women's networks



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





TALENTU'ELLES, TWO YEARS OF ACTION



Essential support from the DGHR (Directorate General Human Resources) and coordination with the workplace equality officer, Emmanuelle Assouan

Working to support cross-business initiatives (with the Training and Skills Directorate, the management community, the DGs, etc.)

Committed participants (members, HR manager, 12 regional representatives) who get results

Weekly lunches open to members

Monthly Newsletter

A monthly steering committee of twenty animators, all volunteered women

Interventions of Talentu'elles delegates in the COMEXs of the various branch heads in order to have discussions on equality issues and the actions implemented by Talentu'elles



WORKING TOWARDS GENDER EQUALITY AND DIVERSITY



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 Bankorganised events.

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



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APPENDIX: TALENTEAM THEMES



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



