



Institute
and Faculty
of Actuaries

GIRO40

8 – 11 October, Edinburgh



Institute
and Faculty
of Actuaries

Women in the profession

Helen Cooper, KPMG

Memoria Lewis, Actuarial Profession

Diane Wilson, Actuarial Profession

erlise
 onsorship
 Thought leadership
 Progress
 Community
 Sessional Meetings
 Education
 Working parties
 Volunteering
 Research
 Shaping the future
 Networking
 Professional support
 Enterprise and risk
 Learned society
 Opportunity
 International profile
 Journals
 Support

15 October 2013

Agenda

- Why do anything?
- What are the causes?
- What options are there?
- Group discussion

15 October 2013

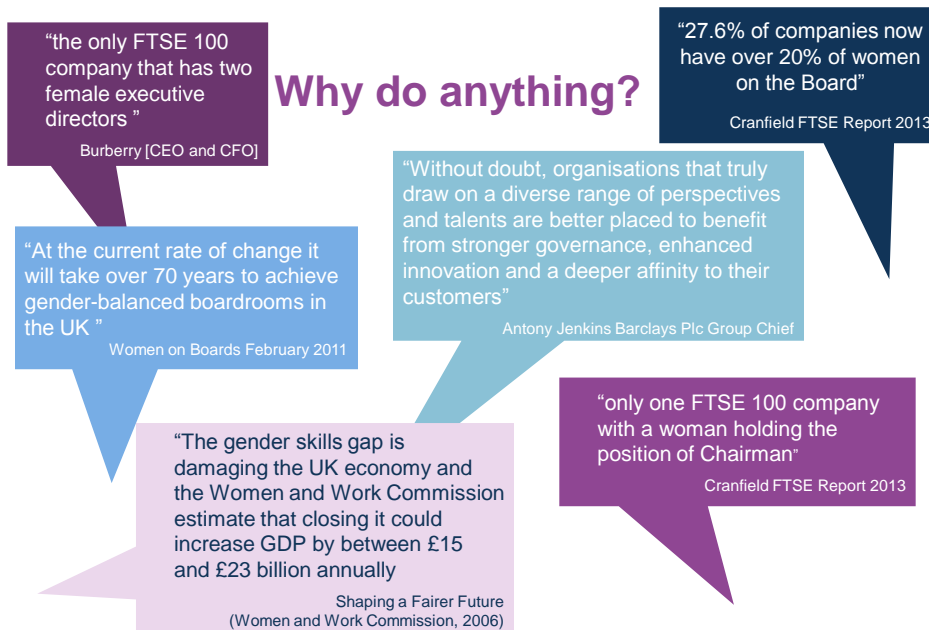
3

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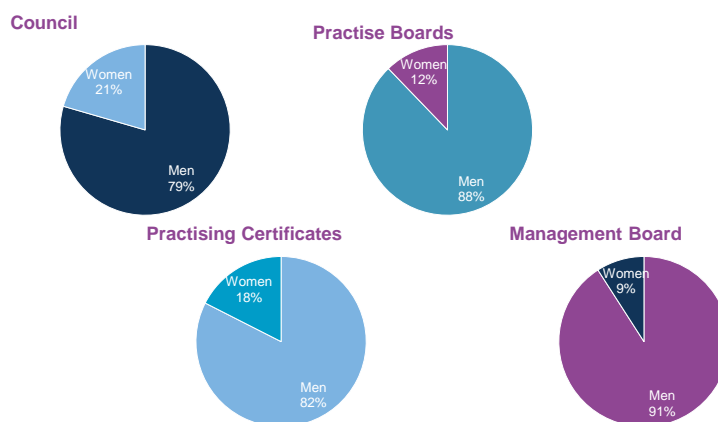
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15 October 2013

5

So how does the profession fare?



15 October 2013

6

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15 October 2013

7

Decisions along the way

“Women rarely make one big decision to leave the workforce. Instead, they make a lot of small decisions along the way, making accommodations and sacrifices that they believe are required to have a family some day. Of all the ways women hold themselves back, perhaps the most pervasive is that they leave before they leave.”

Sheryl Sandberg Lean In: Women, Work and the Will to Lead

15 October 2013

8

Unconscious bias



Gymboree 2011!!!!

15 October 2013

9

Plenary speakers

	Andrew Adams Member of the Professional Regulation Authority
	Michael Davidson Editor and Broadcaster
	Christian Darling CEO
	Paul Osborne
	Peter Wright President of the World Snooker Federation

Momentum 2013

Celtic Manor, Newport
4-6 December 2013

Take back a variety of industry awards from all practice areas including:

You can choose from a range of workshops, debates and Masterclasses on topics such as:

- Telemedicine and the UK's Most Comprehensive Master of New Technology Award & Award
- Increasing Your Google Factor
- Saving the Essential Buy-in from Clients
- Saving Scenarios
- Future of UK Partners
- NHS Challenges for 2013 and Beyond

Don't miss our after dinner speaker, Nick Hawker, of The Apprentice fame

Plenary speakers

	Neil Carter Principal Director
	Peter England Chairman Towers Watson
	Matthew Evans National Training Manager Aviva
	Vili Forster Head of Pricing Swire
	Ray Hammond Chairman
	David Hancock Head of Risk and Benefits Transport for London
	Paul Kane Acting Director
	Mohammad Khan Partner Professional Services LLP
	Joanne Kostasaka Head of Insurance Centre of Competence Aviva UK Group Ltd
	Dr Steve Peters
	James Toller Secretary
	Stephen Wilson Chief Risk Officer Aviva UK

Life Conference and Exhibition 2013

10-12 November

GIRO 40
The 40th Anniversary of the Institute of Actuaries

15 October 2013

10

Agenda

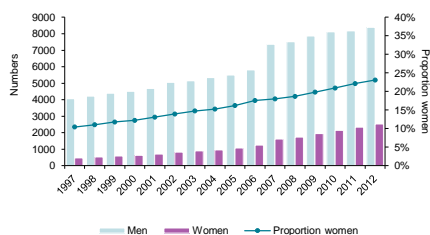
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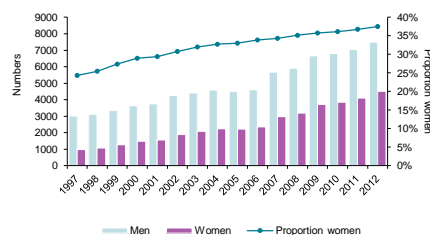
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What does the profession of the future look like?

Fellows of the profession



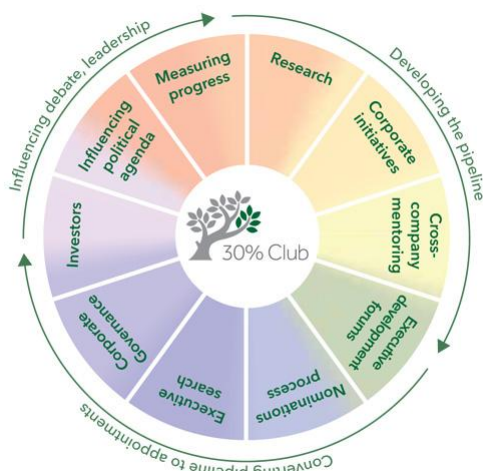
Students of the profession



15 October 2013

12

What to do about it – A holistic approach



15 October 2013

13

Organisation	Australian Actuarial Profession	NHS	UK Legal Profession	UK Accounting	South African Actuarial Profession	Banking
Networking events	Yes	Yes	Yes	Yes	Yes	Yes
Mentoring	Yes – Not women only	Yes	Yes	Yes	No	No
Coaching development programme	Yes	Yes	Provide support to employers. Sponsorship programme	Yes	No	Yes – through WIBF
Return to work programme		Advice + a "Less Than Full Time" training/working scheme	Yes	Yes	No	Advice in industry press
Addressing unconscious bias			Encourage firms to train employees	No	No	No
Targets/Quotas	Yes - targets		Encourage firms to set targets and publish performance	No	Yes – but focus on race	No
Awards for women leadership	Yes – multiple		Yes	Yes	Yes	Yes – Through WIBF
Other			Encourages firms to commit to alternative career paths and later entry to partnership.			Parliamentary Commission
Specific women organisations	No – but forms part of NHS leadership academy		Yes	No	Yes – AWC	Yes – WIBF sponsorship

15 October 2013

14

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Group discussion

- Content of paper
- Other activities people are aware of
 - What they find useful
- What does the profession or we as professionals need to do?

Wrap up

15 October 2013

17



Questions



Comments

Expressions of individual views by members of the Institute and Faculty of Actuaries and its staff are encouraged.

The views expressed in this presentation are those of the presenter.

15 October 2013

18