GIRO40
8 – 11 October, Edinburgh

Women in the profession
Helen Cooper, KPMG
Memoria Lewis, Actuarial Profession
Diane Wilson, Actuarial Profession
Agenda

• Why do anything?
• What are the causes?
• What options are there?
• Group discussion
Without doubt, organisations that truly draw on a diverse range of perspectives and talents are better placed to benefit from stronger governance, enhanced innovation and a deeper affinity to their customers. 

Antony Jenkins, Barclays Plc Group Chief

"Why do anything?"

"the only FTSE 100 company that has two female executive directors" 
Burberry [CEO and CFO]

"At the current rate of change it will take over 70 years to achieve gender-balanced boardrooms in the UK"
Women on Boards February 2011

"The gender skills gap is damaging the UK economy and the Women and Work Commission estimate that closing it could increase GDP by between £15 and £23 billion annually"
Shaping a Fairer Future (Women and Work Commission, 2006)

"27.6% of companies now have over 20% of women on the Board"
Cranfield FTSE Report 2013

"only one FTSE 100 company with a woman holding the position of Chairman"
Cranfield FTSE Report 2013

So how does the profession fare?

<table>
<thead>
<tr>
<th>Council</th>
<th>Practise Boards</th>
<th>Practising Certificates</th>
<th>Management Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men 79%</td>
<td>Men 88%</td>
<td>Men 89%</td>
<td>Men 91%</td>
</tr>
<tr>
<td>Women 21%</td>
<td>Women 12%</td>
<td>Women 11%</td>
<td>Women 9%</td>
</tr>
</tbody>
</table>

15 October 2013
Agenda

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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
Unconscious bias

Gymboree 2011!!!!

Momentum 2013
Celtic Manor, Newport
4-6 December 2013

Life Conference and Exhibition 2013
10-12 November

15 October 2013
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What does the profession of the future look like?
What to do about it – A holistic approach

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Australian Actuarial Profession</th>
<th>NHS</th>
<th>UK Legal Profession</th>
<th>UK Accounting</th>
<th>South African Actuarial Profession</th>
<th>Banking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networking events</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Mentoring</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Coaching development programme</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Yes – through WIBF</td>
<td></td>
</tr>
<tr>
<td>Return to work programme</td>
<td>Advice – a “Less Than Full Time” training/working scheme</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Advice in industry press</td>
<td></td>
</tr>
<tr>
<td>Addressing unconscious bias</td>
<td>Encourage firms to train employees</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Targets/ Quotas</td>
<td>Encourage firms to set targets and publish performance</td>
<td>No</td>
<td>Yes – but focus on race</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Awards for women leadership</td>
<td>Yes – multiple</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes – Through WIBF</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>Encourages firms to commit to alternative career paths and later entry to partnership</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes – AWC</td>
<td>Yes – WIBF sponsorship</td>
<td></td>
</tr>
<tr>
<td>Specific women organisations</td>
<td>No – but forms part of NHS leadership academy</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
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<td></td>
</tr>
</tbody>
</table>
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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?
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.