



INTERNATIONAL MONETARY FUND

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Central Bank Authorities Gender-Balanced Leadership and Recruitment

METAC and the Monetary and Capital Markets Department of the IMF will host a two-hour virtual workshop for METAC members, in partnership with Women's World Banking. Ms. Karen Millers and Ms. Maria Sanchez (bios attached) will animate the workshop.

A. OBJECTIVE AND BACKGROUND

The workshop aims to contribute to diverse and balanced input into central banks' policy decision-making by: (i) promoting the business case for gender balance within regulatory bodies and other financial sector organizations; and (ii) providing training to address barriers in building gender balanced leadership.

Organizations that prioritize building essential leadership capacity and gender diversity can unlock economic and social gains in an increasingly competitive world. Research shows that governments, companies and other organizations with gender-diverse teams have higher productivity and profitability, benefit their constituencies and clients more equitably, and have higher employee commitment and retention. As governments and regulatory bodies face increasingly complex challenges in an interconnected world, having women in leadership roles alongside men is an economic and governance imperative. Gender-balanced leadership is well-placed to create and implement policies that perpetuate better economic gains as well as a virtuous cycle: women and other typically marginalized groups are better heard and represented, and their needs are better met, and this can lead to better opportunities for the next generation of women to join the ranks of leadership.

Despite the evidence, there are still significant barriers to diversity, inclusion and equity in all sectors of societies around the world. Women are generally underrepresented in top management and executive-level leadership in financial services, and government and regulatory bodies. These disparities are especially stark in regulatory bodies, with only 8% of Central Banks with female governors globally and only 35% with a deputy governor. With the COVID-19 pandemic and future recovery, safeguarding countries' financial stability increases in importance. Building gender-diverse teams can help contribute to greater financial stability as the world looks to address the pandemic and its economic consequences.

B. AGENDA

1. *Welcome and introductions (10 minutes)*
2. *Why gender diversity matters (20 minutes):* this session delves into the data and research on gender diversity including barriers to women's leadership. Women's World Banking will facilitate inputs from participants on why they think there are issues in their respective markets.
3. *Addressing gender diversity in the employment lifecycle, Part I (30 minutes).* Becoming an employer of choice for women requires a deliberate strategy from recruiting to retention and promotion. This section will focus on the stages of the employment lifecycle and the biases that may get in the way of building a gender-balanced organization and the actions we can take to reduce biases.
4. *Break (5 mins)*
5. *Addressing gender diversity in the employment lifecycle, Part II (30 minutes).*
6. *Wrap-up and next steps (25 minutes).* Each organization will have an opportunity to share an action they can take in their organization.

IN PARTNESHIP WITH WOMEN'S WORLD BANKING

Women's World Banking designs and invests in the financial solutions, institutions and policy environments globally to create greater economic stability and prosperity for women, their families, and their communities. Women's World Banking has been offering leadership development training for nearly 20 years for senior regulators, executives, managers and high-potential talent. Women's World Banking's leadership & diversity work has reached more than 1000 leaders across 83 countries. Programs include the flagship Leadership & Diversity Program for Regulators, Leadership & Diversity for Innovation Program, Women in Leadership, customized in-house programs, and organizational gender assessments.



Karen Miller is the Global Head of Leadership & Diversity at Women's World Banking. A champion of gender equality, she leads programs designed to build the pipeline of women leaders at regulatory bodies and financial service providers around the world.



Maria Sanchez is the Manager and Executive Trainer of Leadership & Diversity at Women's World Banking. An economist with over 18 years of experience in financial inclusion, she leads program customization and design for in-house, regional, and global leadership programs for financial service providers and regulators. Maria is an executive coach certified in a number of psychometric tools that help develop and strengthen institutional culture and leadership competencies.