

THE CONTRIBUTION OF SOCIAL DIALOGUE TO GENDER EQUALITY

BNP PARIBAS

GHR
Group Human Resources

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The bank for a changing world



In 2018, BNP Paribas and UNI Global Union signed a “Global Agreement” on 7 topics relating to fundamental labour rights that laid down a global social framework that applies to all of the Group’s employees (193,000 employees) in all of its regions.

- **Human rights, social dialogue and trade union rights**
- **Social and environmental responsibility**
- **Employment management and change management**
- **Gender equality in the workplace**
- **Promotion of diversity and inclusion**
- **Preventing and combating psychological and sexual harassment**
- **Health and quality of life at work**

Gender equality in the workplace

No discrimination in the recruitment process and in the professional path management, **reinforce gender diversity** in the business, women/men equal starting wage.

Women/men equal access to training.

Awareness actions on the importance of gender equality towards managers, HR teams and employees.

Promotion of diversity and inclusion

Reminder of BNP Paribas Group Diversity policies and the importance of **respect for colleagues** (see Code of conduct).

Commitment for each entity in the world to respect at least **one of the 10 principles of the Corporate and Disability Charter** signed by BNP Paribas in 2016.



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GENDER EQUALITY IN THE WORKPLACE



- ✓ The “**HeForShe**” program and increased gender diversity in the business lines. In this context, Jean-Laurent Bonnafé became Thematic Champion of the programme in 2018. Human Resources (femaledominated) and Global Markets (male-dominated).
- ✓ In line with this approach, Group IT has launched a women’s program for IT with the objective of having more than 1,000 women in the teams by 2024 (representing an expected increase from 32% to 37% of the share of women).
- ✓ More women in senior management, The Group is pursuing its goal of having more women managers. Finishing above the target of 30% for 2020
- ✓ Training actions – equally distributed between gender
- ✓ With regard to the **14-week maternity leave**, all employees concerned benefit from this measure to this day.
- ✓ With regard to the recommendation to set up a paid paternity leave of at least 6 days, it has been deployed to 50 countries at least and covers at least 146,000





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THANK YOU!