

OUR GENDER DIVERSITY JOURNEY

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BANCO DE ESPAÑA

WOMEN IN FINANCE WORKSHOP

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- 2** Our business case for embedding gender diversity
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Mission

The mission of Banco de España is to support stable economic growth. To this end, it pursues both price and financial system stability and, through its analysis, contributes towards other economic policy-making

Vision

An outstanding and dynamic central bank committed to society

Our people

- Aprox. 3.500 employees
- 50% women, 50% men
- Average age: 47



Our values

Independence, Transparency, Public service vocation, Integrity, Excellence

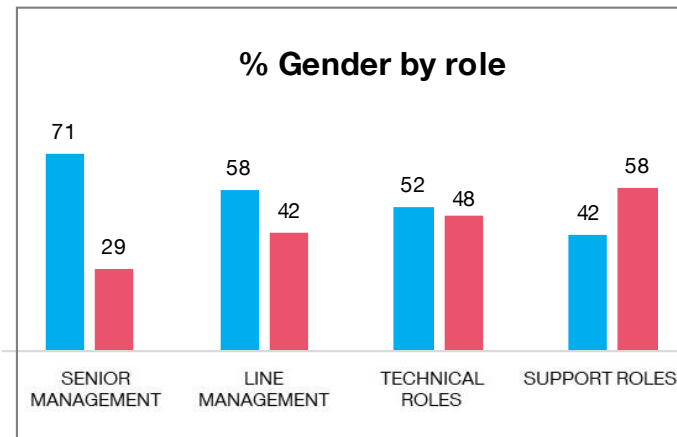
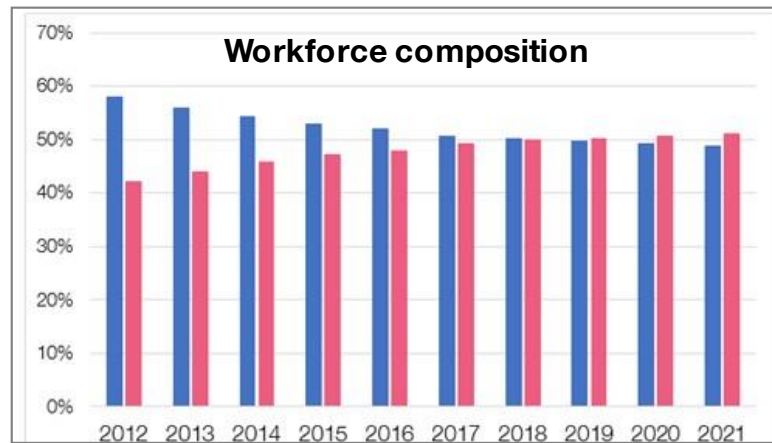
Our D&I statement

At the service of a plural society of which Banco de España wishes to be a reflection, encouraging equal opportunities and promoting diversity and inclusion

Eurosistema EDI

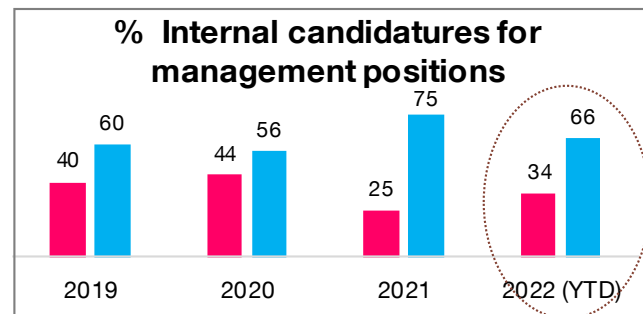
We have adhered to a system-wide equality, diversity and inclusion charter for European Central Banks and banking supervisors

- ★ Overall **well balanced** and **parity** in the Governing Council
- ★ We have reached a **wide pipeline of women** in the last years that are progressively gaining ground in management positions, yet **still work to be done**



- ★ **Work-life balance** analysis:
 - **Teleworking** (97% of men, 95% of women)
 - **Maternity and paternity leave** (55% vs 45%, respectively)
 - **Reduced workhours** (87% women, 12% men)

- ★ Women tend to **apply** to **management positions** in a lesser extent



■ % Women
■ % Men

We need to motivate and better prepare women for managerial positions and ensure that a work-life balance is not a stopper for their development

