



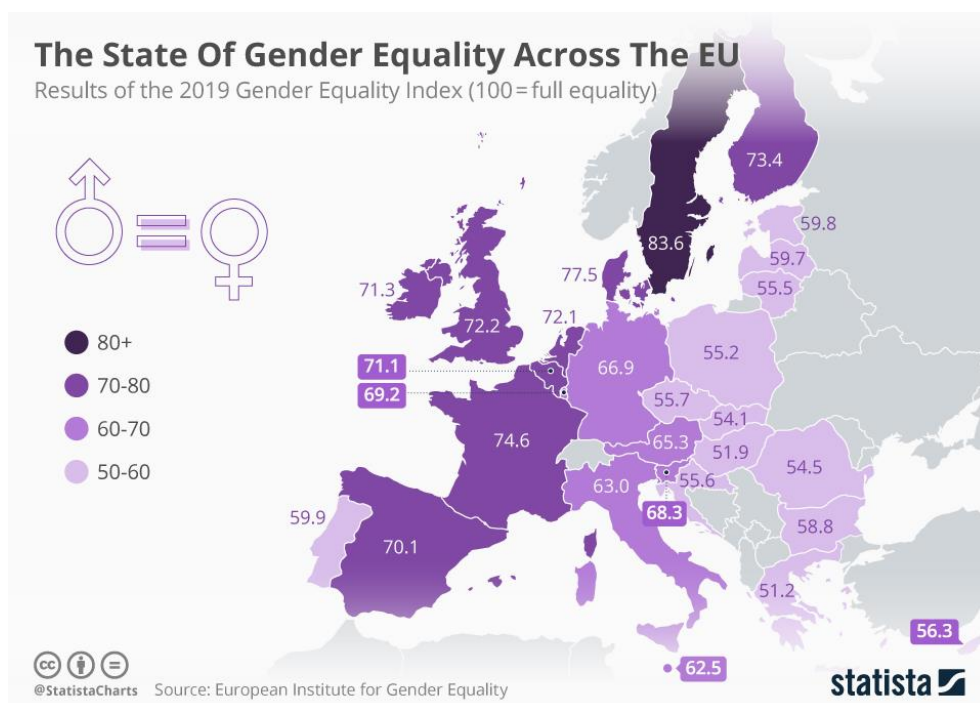
RECURSOS

A continuación, se recogen los recursos utilizados durante el desarrollo del Coloquio ISR de Género 2020 de Spainsif celebrado el 25 de febrero en Madrid con motivo del la próxima celebración del Día Internacional de la Mujer.

- i. Vídeo Presentación “He for She” UN WOMEN
- ii. Gender Equality and Gender Inequality Indexes
- iii. Ganancia media annual por trabajador
- iv. Tasa de empleo y brecha de género
- v. Mujeres directivas y peso de la mujer en el IBEX35
- vi. Distribución de mujeres por grado Universitario
- vii. Banking On Women, IFC World Bank Group
- viii. Informe Brecha Salarial UGT
- ix. UBS Global Wealth Management, Client Based Insights - Global Family Office Report
- x. Fund Managers by Gender – The Global Landscape
- xi. More Funds Run by Daves Than Women
- xii. UNLEASHING THE POWER OF EUROPE’S WOMEN ENTREPRENEURS
- xiii. Morningstar Sustainability Indexes: Women’s Empowerment

Vídeo de Inicio al Coloquio ISR

INICIATIVA "HE FOR SHE" DE UN WOMEN



Diversidad de indicadores con denominaciones similares

GEI EU
GEI Bloomberg

Ganancia media anual por trabajador

En euros, 2008-2015



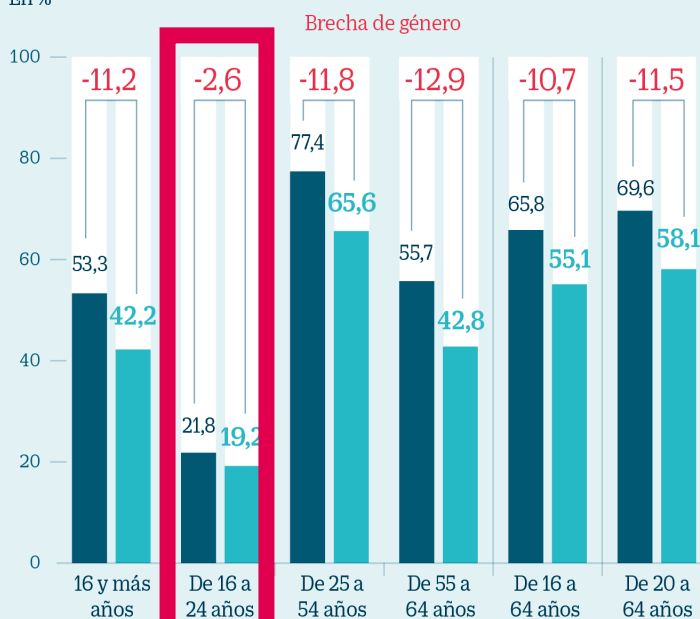
Teniendo en cuenta el sesgo del tiempo parcial

Fuente: INE

BELÉN TRINCADO / CINCO DÍAS

Tasa de empleo y brecha de género

Según grupos de edad y periodo **♂ HOMBRES** **♀ MUJERES**
En %



Fuentes: EPA y Fedea

Brecha salarial de género en salario por hora por sector

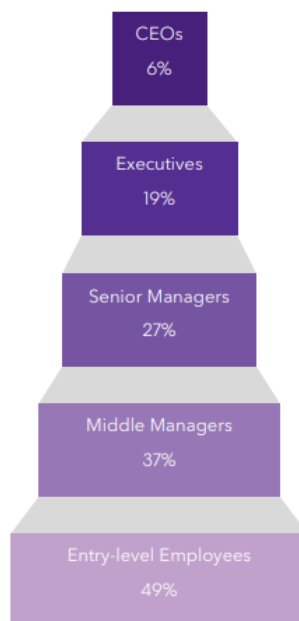
Paridad de poder adquisitivo, 2014. En %



BELÉN TRINCADO / CINCO DÍAS

MUJERES DIRECTIVAS

La fuerza laboral femenina se encuentra sub-representada en todos los niveles de la pirámide corporativa.

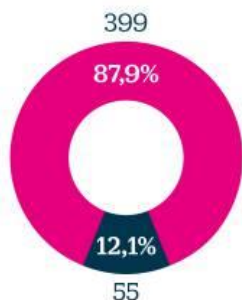


Peso de la mujer en el Ibex 35

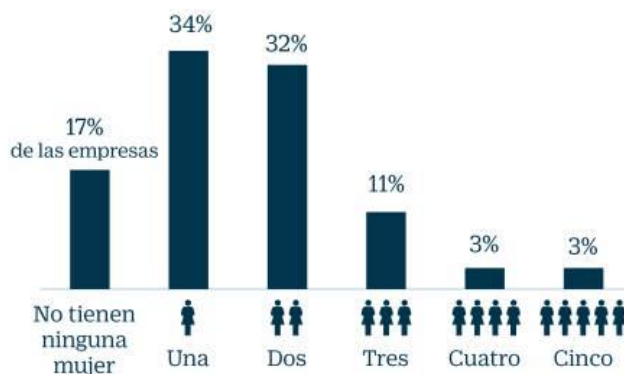
Mujeres

Hombres

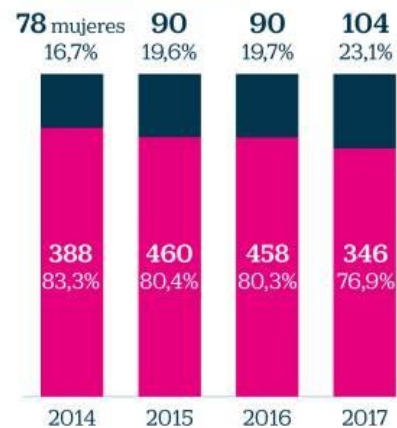
Integrantes en los
comités de dirección



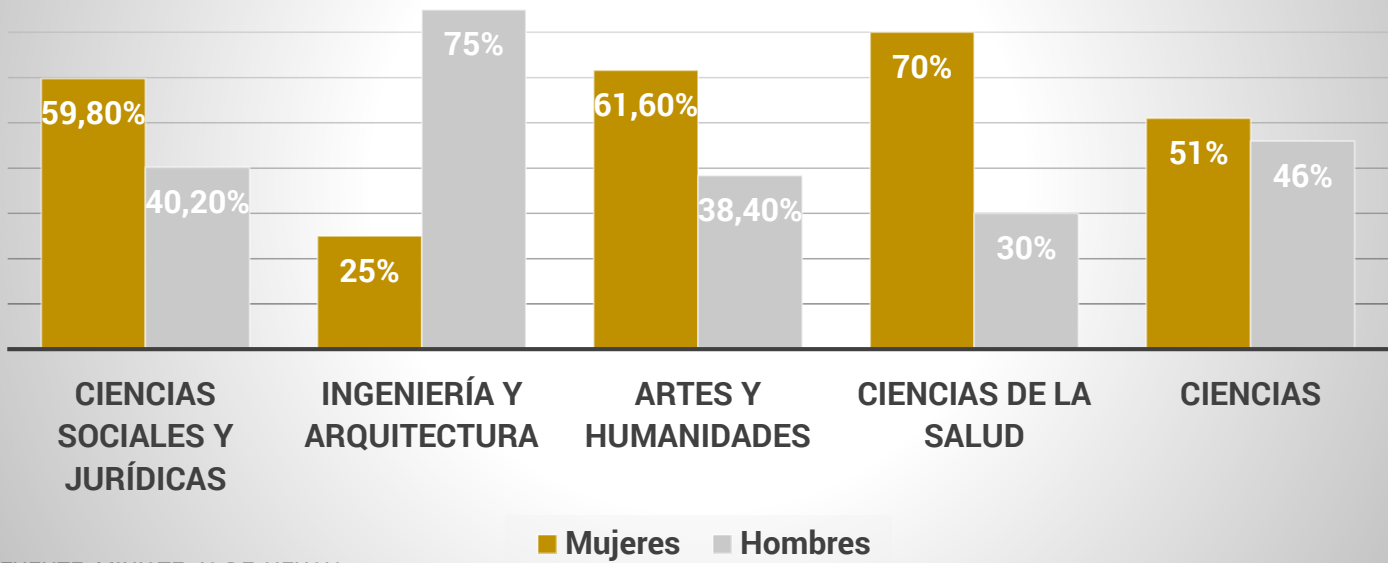
Número de mujeres
en los comités de dirección



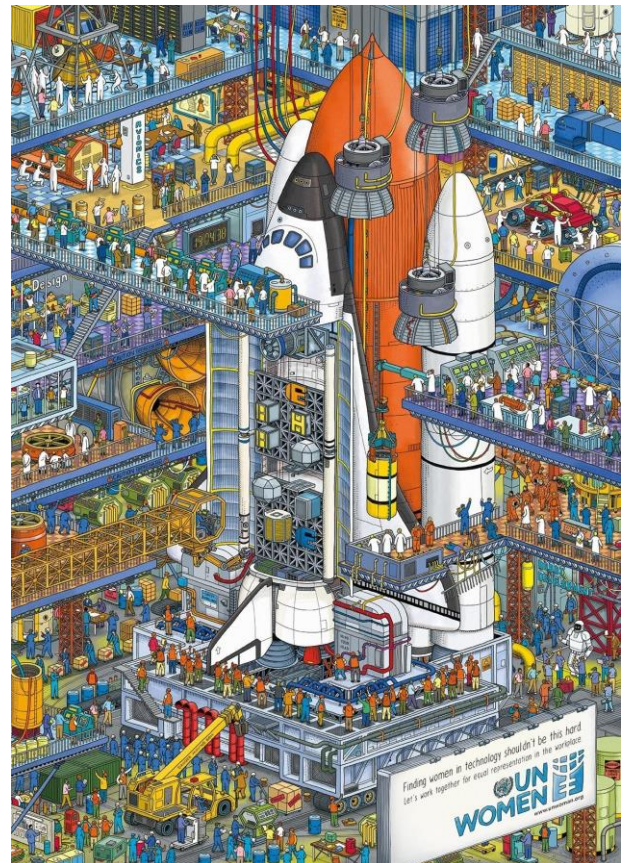
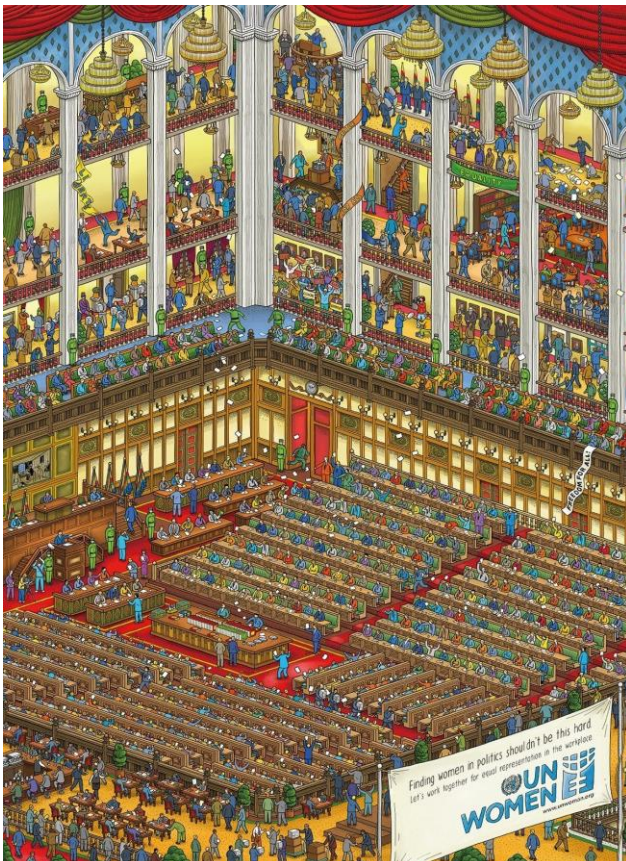
Reparto en los consejos
de administración



Distribución de estudiantes de Grado 2018-2019



FUENTE: MINISTERIO DE CIENCIA,

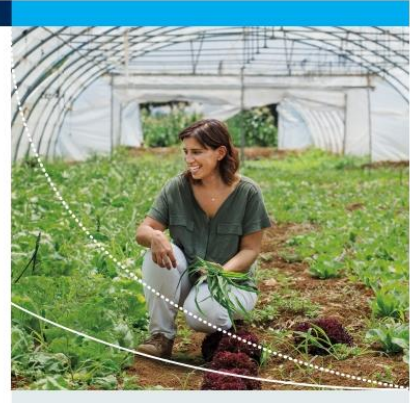


Fuente: Banking On Women, IFC World Bank Group

BANKING ON WOMEN

Business Case Update: Lower NPLs for Women-Led SMEs

A recent survey conducted with IFC banking clients sheds light on the potential size and financial performance of women-led small and medium enterprises (SMEs) and why financial institutions should pay attention to this segment:



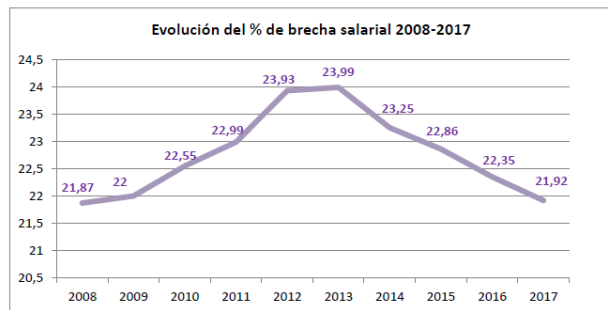
Fuente: Informe Brecha Salarial UGT, 2020



ES URGENTE LEGISLAR SOBRE LA DISCRIMINACIÓN
SALARIAL HACIA LAS MUJERES

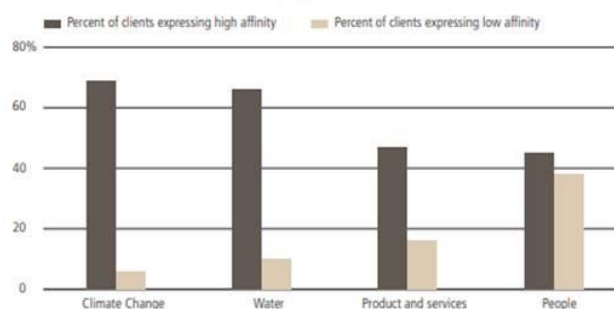
2. Evolución de la brecha salarial en los últimos diez años

La última brecha salarial conocida 21,92 % (2017), se reduce al nivel del 2008, pero no es garantía de una reducción consolidada.



Fuente: Fuente: UBS Global Wealth Management, Client Based Insights - Global Family Office Report 2019

Private wealth clients have diverging views on what matters to them



Source: UBS Global Wealth Management, Client Based Insights 2019.

Fuente: Fund Managers by Gender – The Global Landscape, 2015

KEY TAKEAWAYS:

1. *About one in five funds has at least one manager who is a woman, a figure that has not improved since the global financial crisis of 2008.*
2. *Countries with large financial centers have lower proportions of women fund managers than many smaller markets.*
3. *Women have better odds of running funds in areas of industry growth—passive, funds of funds, and team-managed funds. Likewise, it appears more difficult for women to win management roles in the more established parts of the fund industry: actively managed funds and solo-managed funds.*
4. *In some asset classes, women fund managers are more-credentialed than men, yet they're still broadly underrepresented in fund portfolio manager ranks.*
5. *Women have lower odds today of managing the types of funds that were once more likely to have women managers, including smaller funds and socially responsible funds.*
6. *The industry's largest firms are more likely to name women as fund managers than smaller firms*



Fuente: More Funds Run by Daves Than Women, 2019

More Funds Run by Daves Than Women





Coloquios ISR

spainSif
Foro Español de Inversión Sostenible

GÉNERO

**Fuente: UNLEASHING THE POWER OF EUROPE'S WOMEN ENTREPRENEURS:
Six ideas to drive big change. World Economic Forum, 2020**

- Europe has the potential to lead on digital innovation, but it still lags behind the United States and other regions.
- One way to close the gap is to address Europe's gender imbalance in entrepreneurship.
- There are three major challenges facing women entrepreneurs worldwide and especially in Europe:
 - a) Lack of access to venture capital funding.
 - b) Lack of role models for the next generation.
 - c) Socio-cultural barriers.



Fuente: Morningstar Sustainability Indexes

MORNINGSTAR®

Morningstar® Women's Empowerment Index™