



WOMEN IN FINANCE
BELGIUM



WOMEN IN FINANCE

Preliminary results survey

By Claire Godding & Nathalie Delaere, 06/22 : “Corporate Culture & Career”

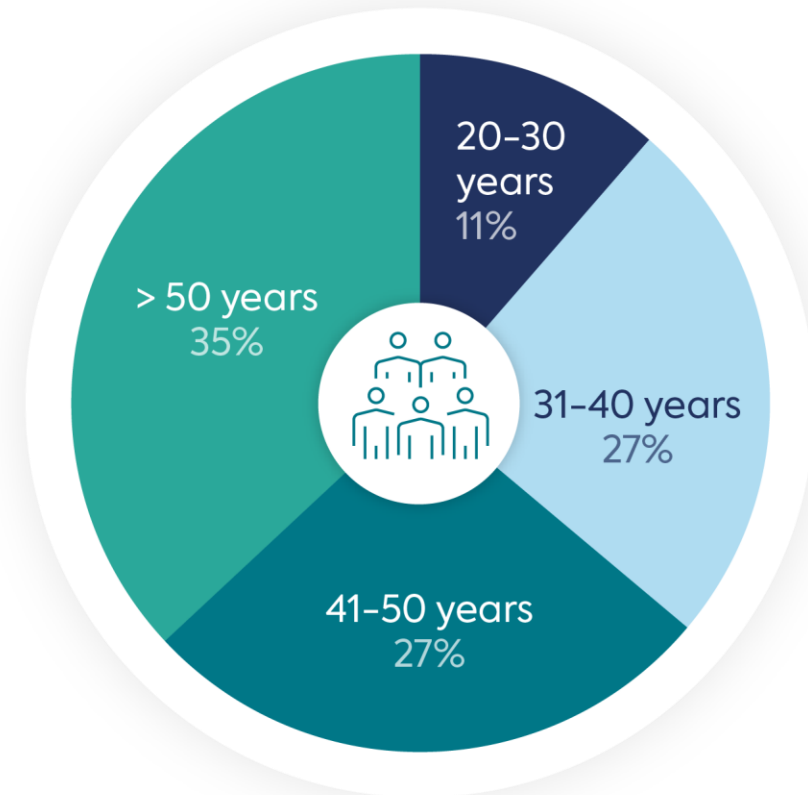
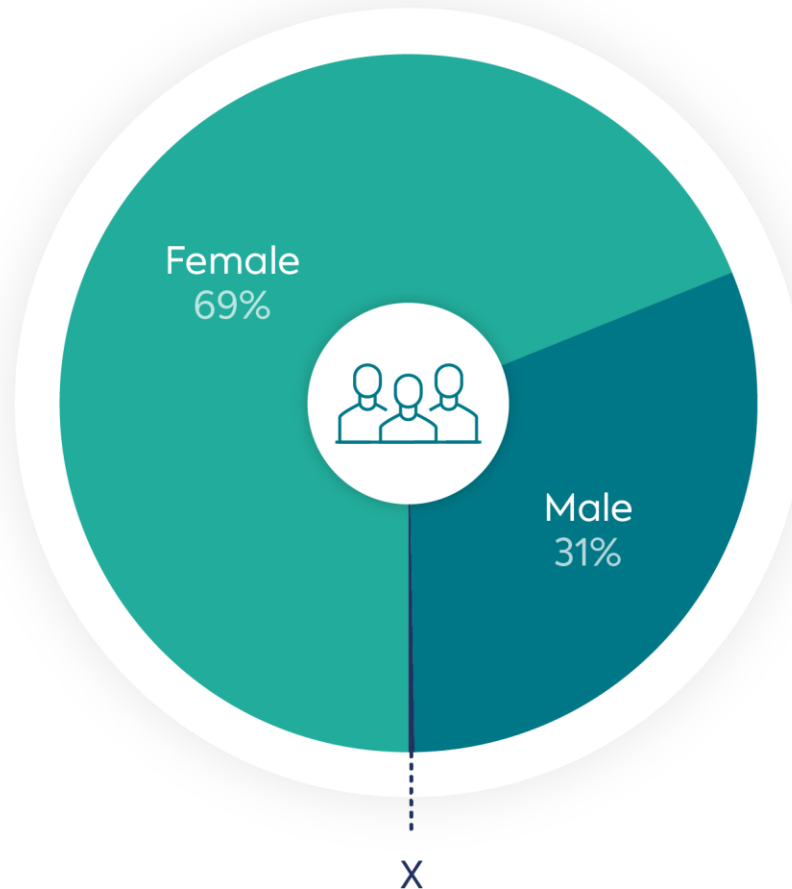
*These are preliminary results, which should not be further
shared without prior written consent of the authors.*



Who are the
1351 participants
to the survey?

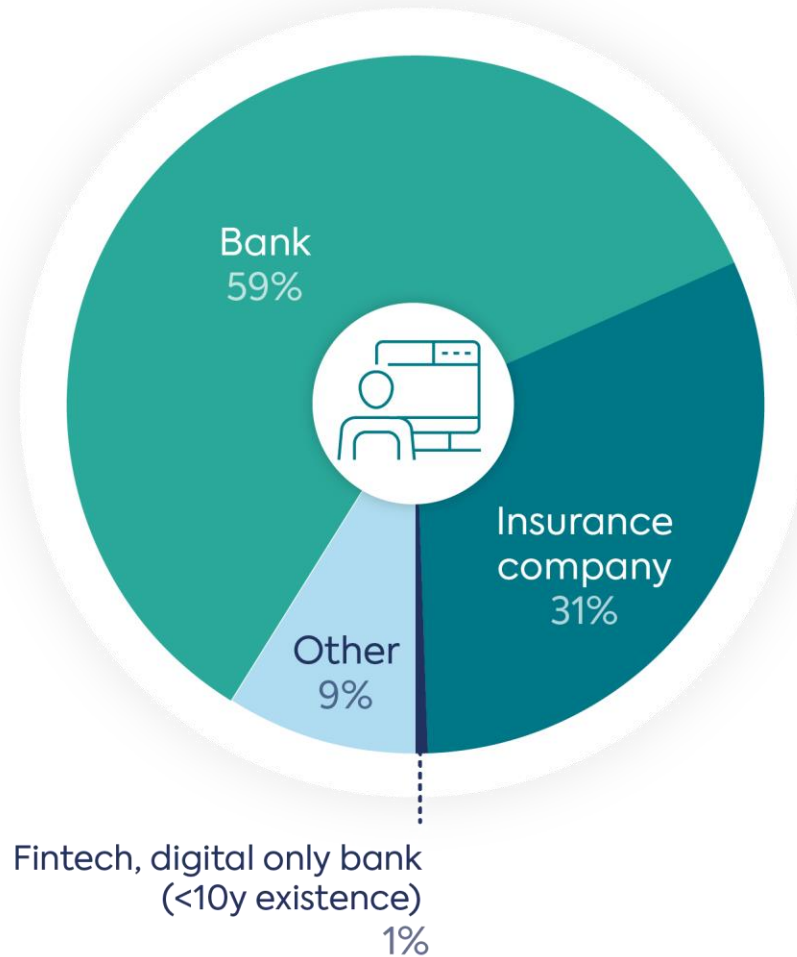
Demographics

Gender

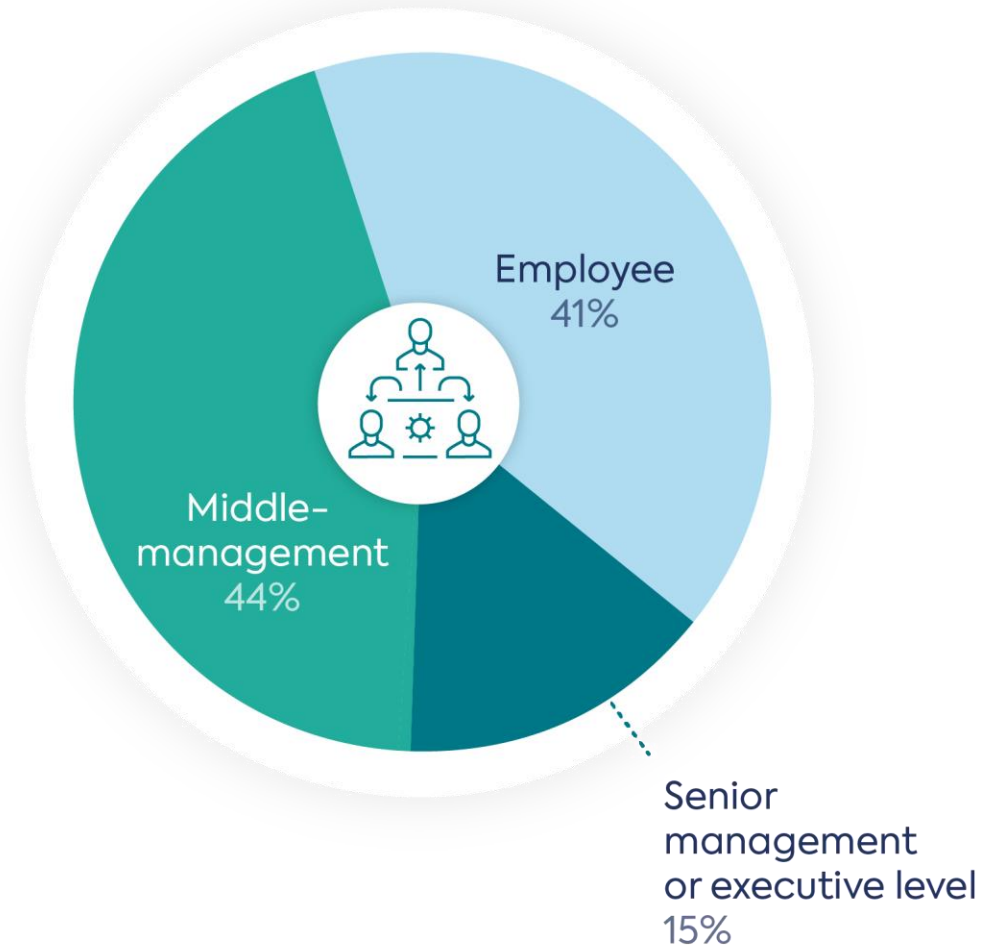


Demographics

Sector



Level in organisation



Characteristics
associated with
the sector

Characteristics associated
with the sector:



Characteristics that should
be developed more:



About inclusion
& psychological
safety in the sector

Opportunity to learn

63%

of respondents believe that

mistakes are opportunities to learn

→ **57%** of **female** senior executives

→ **70%** of **male** senior executives



Respect



65% of respondents
indicate that they often feel respected

♂ 69% ♀ 63%

Different opinion

60%

of participants believe that

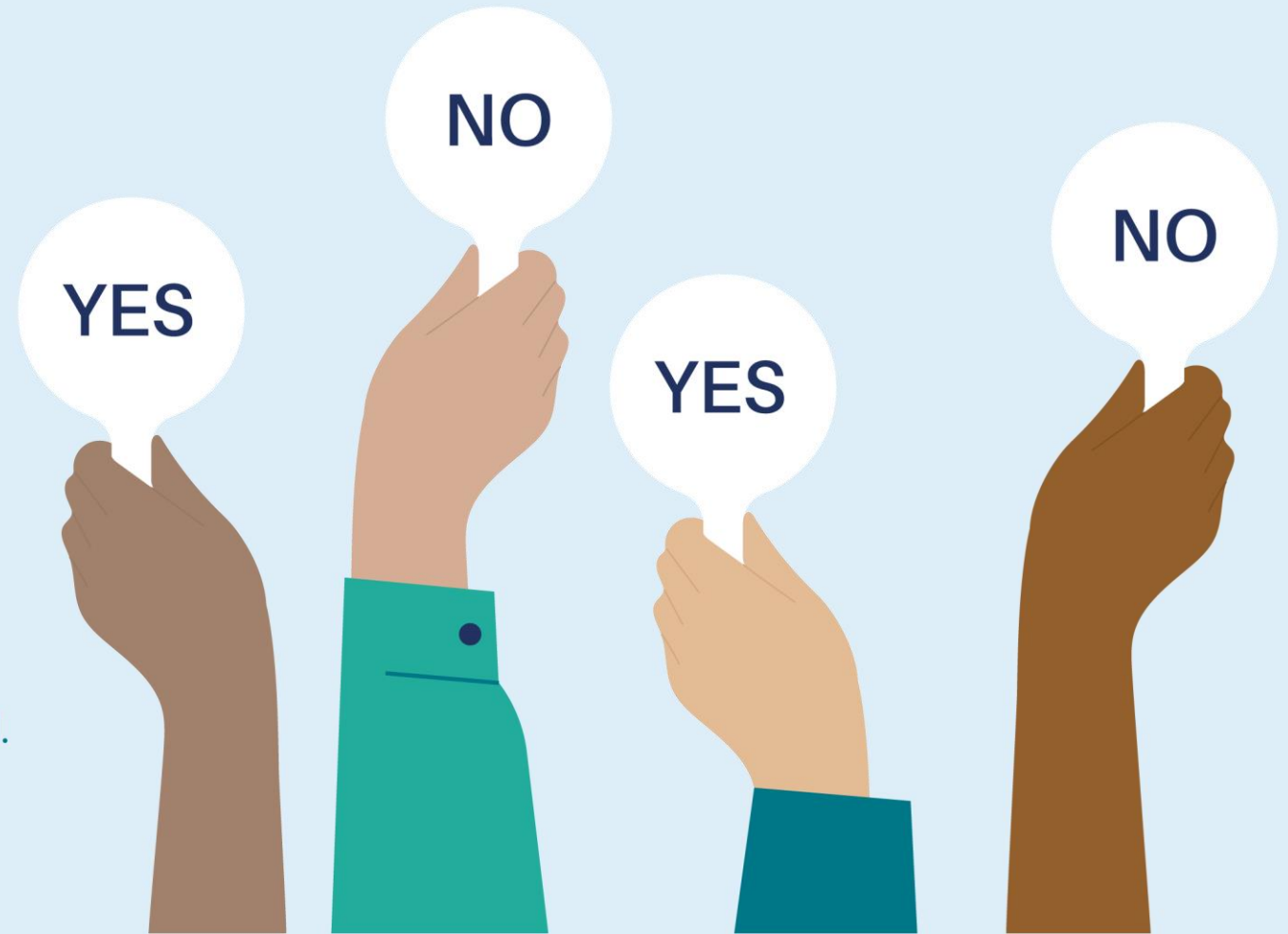
**expressing a different
opinion is appreciated**

→ **61%**

of female senior executives
versus

74%

of male senior executives
believe that different opinions are valued.



Assimilation



35% of respondents
indicate that they never imitate behavior
that does not come naturally to them

Women in senior positions (38%)
do it nearly twice as much as
senior males (19%)

Soft skills

74%

of respondents believe that

soft skills

(such as listening,
motivating, caring,...)

are appreciated



20%

of respondents believe that

**soft skills are
financially
incentivised**

Presence



71%

of respondents believe that

**it is important to be
seen at the office**

Sexism | Jokes | Bullying

26% of respondents
have never heard
sexist comments at work

♂ 34% ♀ 22%

64% of respondents
have never been the
target of bullying

♂ 75% ♀ 60%



56% of respondents
respondents have never
been the target of belittling
comments or jokes at work

♂ 73% ♀ 48%



39% of respondents believe that
such behavior decreased during covid,

55% believe that it stayed the same

65% says this impacts them
(more women than men)



Personal ambition
and self-identified
obstacles

Career



Female and male respondents overall
have the same understanding of career:

Working for a higher purpose

Maximising my contribution to the organization

To be able to use and develop all my talents

Climbing the corporate ladder as high as possible

Becoming better in my career field as an expert

Taking more responsibility

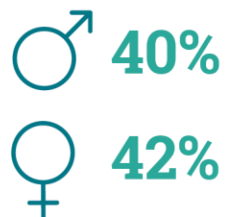
Earning as a high salary as possible

Blocking points

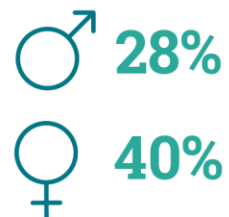
Top 3 career blockers for male and female respondents:



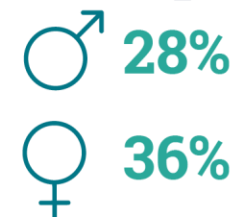
Office politics



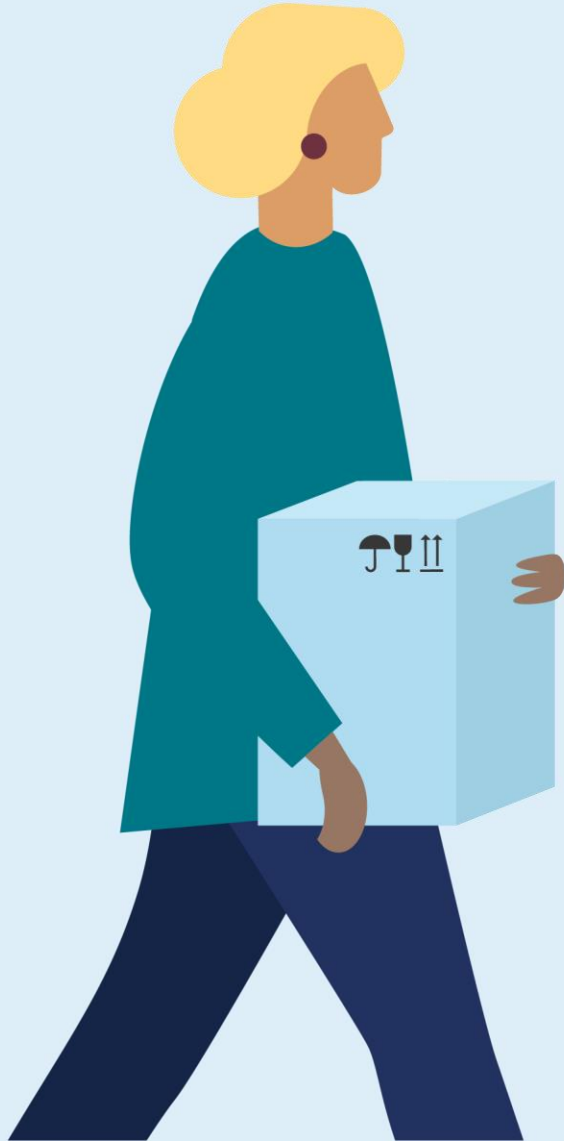
Work-life balance



Experienced leadership style



Leaving the organization



28% of respondents
consider leaving the
organization because of
specific blocking factors

♂ 22% ♀ 31%

TOP 3 BLOCKING FACTORS:

1. Leadership style
2. Office politics
3. Corporate culture

NOT Work-life balance

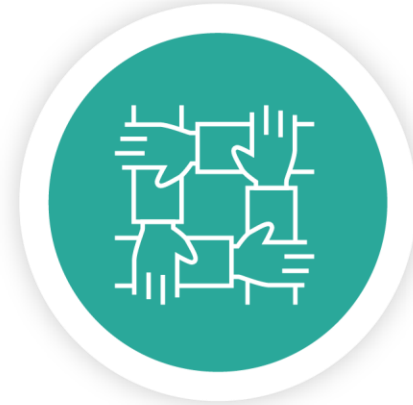
What next?



In-depth interviews
with senior women
(08-09)



Sharing detailed
results with CEOs
and HR Directors
of the sector (Q4)



working together with
WIF workstreams
on possible solutions