

WOMEN IN FINANCE CHARTER

Company name : ALFI

Activity sector : Activités financières et d'assurance

Company category : Fondation, Association, ONG

Description of the action

ALFI is one of the founding members of the Luxembourg Women in Finance Charter (“WiF Charter”) and is an advocate within the Fund Industry, The WiF Charter aims at promoting gender diversity within the Luxembourg financial sector. It constitutes a commitment made by its Founders, signatory companies and representative entities to foster increased gender equality and inclusivity across the Luxembourg financial services landscape. The Charter was formally launched in the presence of the first signatories during a Ring the Bell Ceremony at Luxembourg Stock Exchange for International Women’s Day on March 8, 2023.

Context

The Charter establishes a set of actions to be followed by the signatories. For instance, each signatory commits to establish its own voluntary targets to increase gender parity at the most senior level of their organisations. The Charter is open to a wide spectrum of financial institutions, including banks, asset management firms, and insurance companies, among others.

Objectives

This initiative serves as a foundational framework to advance women’s involvement across all tiers of financial service organisations and representative bodies in Luxembourg.

Approach

On yearly basis, the Charter founders and the Luxembourg Sustainable Finance Initiative (LSFI) the Luxembourg coordinating entity on sustainable finance and the WiF Charter Founders’ data partner, will publish an annual progress report of the Charter’s signatories. Each year in March, the WiF Charter Annual Report is published, offering a comprehensive overview of the representation of Women in Luxembourg’s financial sector.

Impact

Given the size and international role of the financial centre, Luxembourg and its financial services industry is fully aware of their responsibility in promoting gender diversity. With more than 60’000 women and men employed in the financial sector and related services, the financial industry is also one of the largest employers in the country and can therefore play an important leadership role by setting the right examples. While Luxembourg has the lowest gender pay gap in the EU, it is still a long way to go in order to increase the share of women in middle management and senior leadership positions.

« To do »

By signing the Charter, financial sector companies underline their ambition to make the financial centre more inclusive

and encourage the representation of women at all levels. This also plays a key role in addressing the growing need for talent that the sector faces.

« Not to do »

NA