



الاتحاد الدولي للمصرفيين العرب  
World Union of Arab Bankers

# CHARTER FOR GENDER DIVERSITY

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**BY WUAB WOMEN EMPOWERMENT GROUP**

**APRIL 29<sup>th</sup>, 2018**

## Women in Banking and Finance Industry

### A Pledge for Diversity and Gender Balance in Banks in the Arab World

The WUAB – Women Empowerment Group, headed by Mrs. Nahla Khaddage Bou-Diab, has initiated a charter to enable banks and financial organizations to strengthen their management teams by acquiring the diverse skills needed to drive their organizations in today's high-pressure global environment. Given that Men dominate leadership positions, the inclusion of Woman in organizations' leadership teams will ensure the acquisition of the needed diverse skills.

This is a promise by Banks and Institutions to collaborate and create a balanced internal environment that optimizes and ensure diverse skills, by applying fairness and bias free work environments.

Organizations and Banks who adopt to this Charter are committing to be the best in their Industry.

This commitment is an illustration of the WUAB's desires to contribute to the well-being of Organizations, which will impact the well-being of the society as a whole.

A balanced workforce triggers healthy organizational cultures, which will create resilient organizational environments that appeal to customers, employees, investors and stakeholders.

### The Pledge:

- Compels Organizations to implement a bias free recruitment process by ensuring they look for skills and characteristics needed for the position, and evaluate both Men and Women against these attributes;
- Compels Organizations to ensure that applications for management positions include diverse candidates i.e both Men and Women;
- Compels Organizations to ensure that internal management promotions include diverse internal candidates, i.e both Men and Women, and promotion decisions are based on needed attributes for the job;
- Compels Organizations to include the commitment to the charter in their strategies, policies, and procedures;
- Compels Organizations to provide formal, public updates on their progress;

### The Organization promises to foster gender diversity by:

- Creating a gender diversity committee, comprised of a minimum of three senior managers including both Men and Women, one of whom must be in the C-Suite;
- Ensuring that the Gender Diversity Committee will be tasked with documenting the policies and procedures and confirming effective implementation to conduct;
- Publishing the Organization's progress annually on its website;
- Ensuring that the Organization applies one pay scale linked with positions and independent of gender.

  
R. Khaddage  
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