

SUPPORTING WOMEN'S CAREER DEVELOPMENT

Company name : Fundbank Europe S.A

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

This good practice combines existing inclusive management practices with the progressive development of a pilot sponsorship approach to support women's career development within a demanding banking environment.

It aims to encourage women's professional growth, learning and access to responsibility, while ensuring flexibility, ongoing dialogue and sustainable workload management.

Context

The banking sector is characterized by high performance expectations, demanding workloads and time constraints, which can create structural challenges for women's career progression.

As an organization in an early stage of development, we are mindful of the importance of embedding diversity and inclusion principles from the outset, particularly with regard to gender equality and sustainable career development.

This context has led us to explore pragmatic solutions that support women's professional growth while maintaining operational efficiency and business continuity.

Objectives

1. Support women's learning, skill development and career progression.
2. Encourage women to take on evolving roles and responsibilities.
3. Maintain a sustainable work-life balance in a demanding environment.
4. Foster inclusive and supportive management practices.
5. Retain female talent and promote gender equality from an early stage.

Approach

The initiative relies on a two-level approach, combining existing practices with a pilot initiative currently being structured.

1. Encouragement for women to learn new roles, expand their scope of responsibilities and develop new skills,
2. Adaptation of working hours and work organization, where operationally possible, to support work-life balance,

3. Ongoing and open dialogue between employees and managers regarding workload, priorities and personal situations,

4. Active management of workload peaks, with attention to individual constraints and well-being.

Pilot sponsorship approach

In parallel, the organization is progressively developing a sponsorship approach in pilot phase. While not yet formalized as a standalone program, managers and senior leaders are encouraged to:

1. Support women's career discussions and development perspectives,

2. Promote visibility and recognition of female talents,

3. Facilitate access to development opportunities and role with increased responsibility.

This pilot approach allows the organization to assess needs and gradually build a more structured framework aligned with its growth.

Impact

This combined approach has contributed to:

1. Increased engagement and motivation among female employees.

2. Greater confidence in learning new roles and expanding responsibilities.

3. Improved dialogue and trust between employees and managers.

4. A more inclusive and supportive organization culture.

« To do »

1. Encourage continuous learning and role evolution.

2. Maintain open dialogue on workload and personal constraints.

3. Adapt working hours and organization when possible.

4. Pilot initiatives before scaling them organization-wide.

« Not to do »

1. Separate diversity initiatives from day-to-day management.
2. Over-formalize processes too early.
3. Ignore operational constraints or workload realities.
4. Assume flexibility undermines performance.
5. Delay action while waiting for "perfect" structures.