



European Clusters Alliance

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intervention

**EAAC MORNING
SESSION**

HISTORICAL

The cause of women and their access to the world of work have changed considerably since they were granted the right to vote in France in 1944, although it must be admitted that the legacy of the Napoleonic Civil Code was a long way off:

- until 1961, women were not allowed to have a family booklet until 1965, they could not carry out a professional activity and open a bank account on the consent of their husbands.

According to the World Economic Forum, only 36% of senior managerial positions are held by women worldwide

Within the SBF 120, there are still only 22% women on the executive committees

At this rate, it will take humanity 257 years to achieve parity in this area

WOMEN IN THE FINANCIAL SECTOR TODAY? SHY **PROGRESS**

To address this issue, I will refer to my personal journey.

So I'll be more interested in women engineers and their careers in the financial sector. I would start with the most attractive of today in the financial sector, namely fintechs, the cloud, big data, robots, new technologies such as artificial intelligence, quantum machines, blockchain, But the architects of these innovations are often engineers and mathematical talent!

Things are starting to move: engineering schools have just passed the one-third mark of women in their ranks (33%), but with large disparities between sectors

**The main recruitment pool for engineering schools,
the pre-scientific classes, has only 26% girls**

Foundation Femmes@numérique to Move Lines in 2018

WOMEN IN THE FINANCIAL SECTOR TODAY? SHY PROGRESS

FINTECH SECTOR

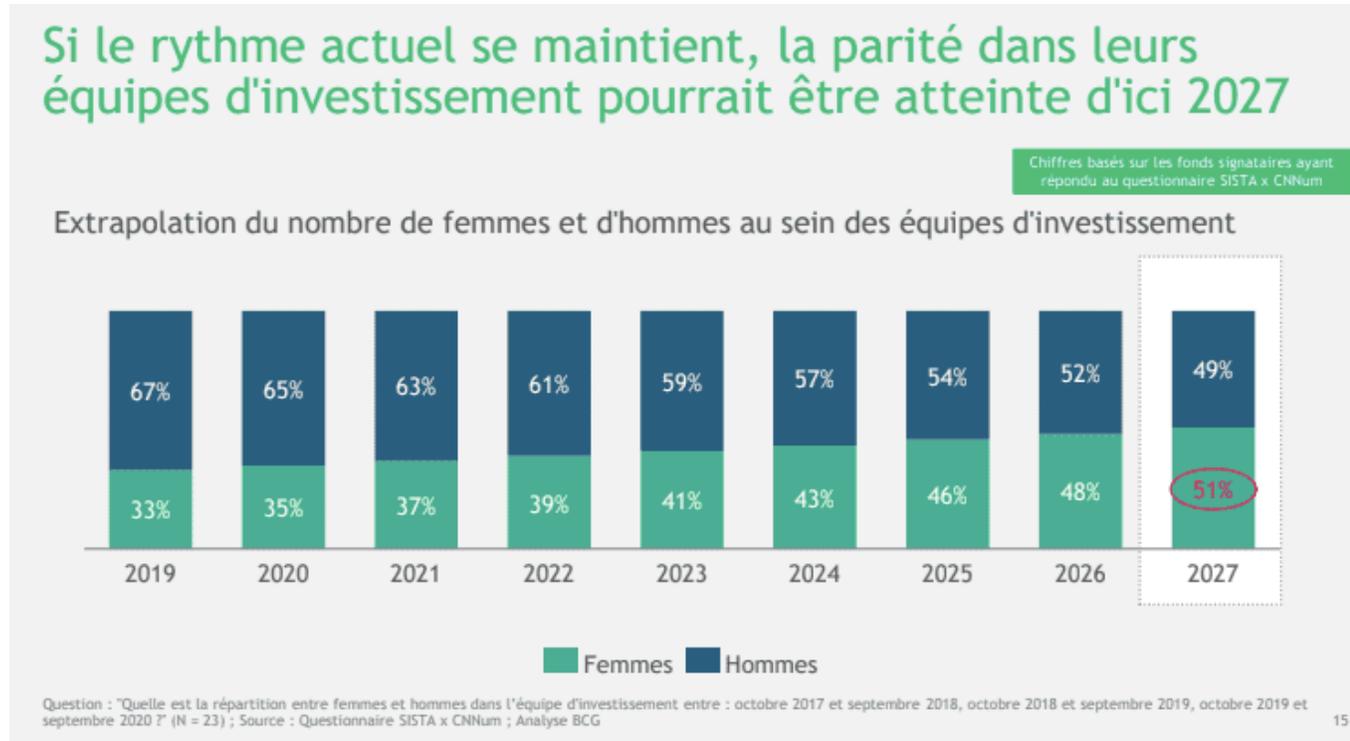
Women make up only 33% of the teams of French start-ups in finance. Only 12% of them hold a management position, and even less to be the founders (9%)

Positive initiative

We asked each man to promote a woman from their company as soon as possible through fundraising pitches, roundtables, keynotes, ... to bring them to visibility through the financial ecosystem. And this simple and pragmatic method has worked well and we have also found that men are willing to accept this approach and are rather proud of it.

WOMEN AND FUNDRAISERS

- According to the Sista x BCG barometer, between 2008 and 2019, 85% of start-ups were founded by a 100% male team.
- And on the financing side, again, female start-ups are 30% less likely to be financed by investors... male-
- 56 funds have signed the Sista Charter, created in 2019, to promote parity.
- This has helped increase the share of women on investment teams to 35% by 2020. And, if this pace continues, parity among VC would be achieved in 2027

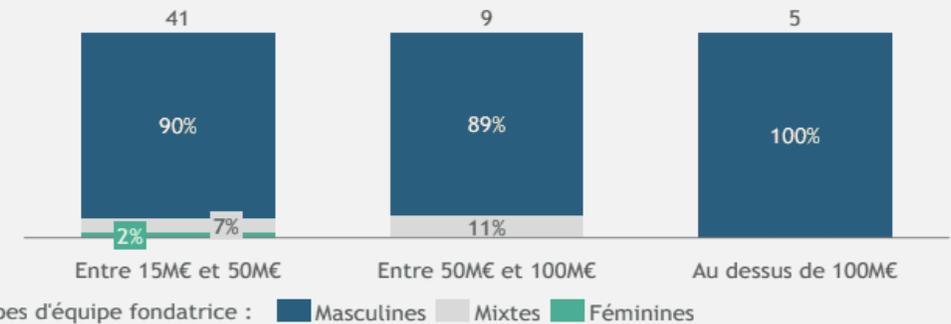


WOMEN AND FINANCE

- For me, the real luck in my career has not been related to being a woman but rather to be surrounded by intelligent men and above all, not to let go of my convictions.
- To achieve my professional career, my main competitor has always been myself, my goals, my projects, and not others, regardless of their gender.
- **I've always assumed that "when you want, you can »**
- The world of finance is probably quite masculine, especially in the field of financial markets.
- But women have the same desire as men to progress and gain access to management positions. **I was also fortunate to have an understanding professional entourage who trusted me.**

Les équipes masculines sont en effet sur-représentées parmi les principales levées de fonds en 2020

% de startups en fonction des montants levés en 2020



Périmètre : startups françaises ayant levé plus de 15M€ en 2020, tous tour de financement confondus ; Source : CrunchBase ; Analyse BCG

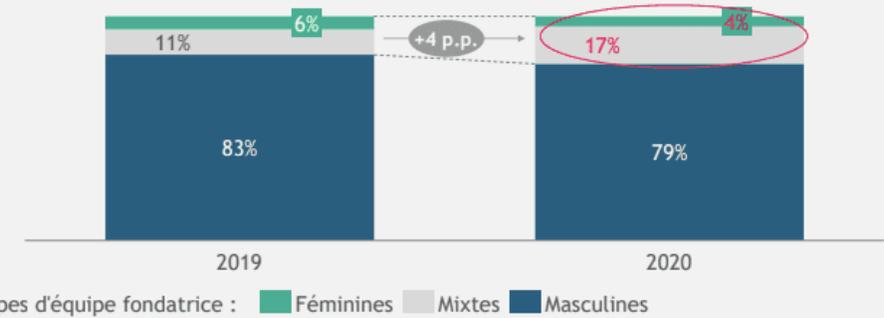
I believe a lot in the strength of the collective and the teams. I am convinced that beyond the mix, the diversity of backgrounds, skills, profiles and points of view is a source of creativity and collective performance.

WOMEN ENTREPRENEURS

- Today, any male or female entrepreneur can acquire new technological tools to support the development of his business.
- It is up to the financial sector to support this transition as funders of the economy on the one hand and as a contributor also to financial innovations aimed at start-ups.
- In the term woman entrepreneur, the most important word is not woman but entrepreneur.

En 2020, 21% des startups ont été fondées par une équipe féminine ou mixte (+4 p.p. vs 2019)

% des startups fondées sur la période



Périmètre : startups françaises fondées en 2019 (N = 345) et en 2020 (N = 246) ; Source : CrunchBase ; Analyse BCG

Women are creating more and more Clubs and organizing their spheres of power

With professional social networks, for example, it's easy to connect with the whole world and join interest groups.

THE QUALITIES FOR A WOMAN TO SUCCEED

- To progress, women must be well organized and know how to delegate, both professionally and personally.
 - At the same time, companies need to make their private and professional life more compatible; this is a real underlying trend.
 - They must modernize the organization : strengthen managerial culture, better management of potentials and outplacement, a real policy of diversity and feminization.
 - During my career, I have observed that the qualities to be put forward are above all a sense of courage, a sense of determination, but it is also necessary to have a vision. I consider that the great leaders are those who have a real capacity to execute.
- **Women should also be advised to dare**
 - **They need to know that they have absolutely the same cards in hand**
 - **They should not hesitate to express their desire for evolution and career, their desires**
 - **For those who are already in management positions, they must accompany and advise young women to dare**

QUOTAS

- At the beginning of my career, as are very often the young women of today, I was resolutely against the rules of quotas. I thought it was anomalous that on the pretext that you are a woman you cannot simply be judged on merit.
 - As time goes by, there have been rules of real positive developments.
 - Today the Copé Zimmermann law in France is extremely effective. It allows women to position themselves at the highest level of business administration.
 - Only three women hold a management position out of the 120 largest French companies
- **Secondly, the subject of gender balance in business is also, in my view, more than one issue of co-optation**
 - **Male and female managers must have the reflex to recruit their own manager by ensuring a balance between men and women**
 - **This is vital to a company's competitiveness**

CONCLUSION

Parity is never a definitive achievement : this is a long-term action that requires perseverance vigilance

In our culture, the representations of men and women are brakes as well as the reproductive system through the channels that lead to the high level thus creating stereotypes

In the words of a well-known female entrepreneur :

“women mostly need encouragement to get started because, after all, they are men like any other”