

Good afternoon and welcome to our associates, colleagues and guests. A very warm welcome to Valeria Sannucci, our Deputy Governor, to members of the Bank of Italy Equal Opportunities Commission and to Senior HR colleagues.

We are very proud to host this event together with our sister association ADC, the Women' Association of Consob, the public authority responsible for regulating the Italian financial markets. This is our first joint seminar. We hope to make it the first of many. To this end we are already working on two other seminars, one will be held at the Consob premises on the 29th of October and it will deal with women and financial literacy and another will be held in March 2019 on the female representation in the board of listed companies. So, stay tuned!

This is also the first time that we run a cross-border seminar with participants from abroad as we have colleagues from Talentue'elles in Paris (Dominique Poggi and Florence Screve-Sezes) and the Bank of Spain (Rocio Fernandez Formica, Head of Training, Development and Internal Communications Division) attending via VDC. The Central Bank of Ireland Women's Network in Dublin expressed its willingness to participate but unfortunately could not manage.

Let me briefly say why are we here and how we have structured this seminar.

We are here to discuss with friends from the Italian independent authorities, Banque de France and European Central Bank that have kindly accepted our invitation to talk about the female representation in their organizations, the policies they have adopted to improve it and the main takeaways from the experience gathered so far. Alessandra Schiavina for AGCM, Paola Soccorso for ADC and myself for ADBI will present the bare figures of female representation at Antitrust, Consob and the Bank of Italy with a focus on the percentage of women in managerial roles. AGCOM cannot be here but they have kindly provided the relevant data. Martine Maire-Piecznik, Head of the Human Resources Department at Banque de France and David Hughes and Elena Brignone of the HR Business Partnering Division of the ECB will present the state of play of the organizations and relevant policies.

Why do we focus on women and managerial positions? Are we a bunch of workaholic and career obsessed people? Definitely not. Who knows ADBI knows well that we advocate for improving the existing work-life balance arrangements and for promoting an inclusive environment for all women here in the workplace, regardless of their role and position in the hierarchy.

But, simply, we have all invested time and energies in our studies to get a good job; we have entered highly professional and competitive environments where we expect, as men

do, to have access to a level playing career path and enjoy the available opportunities. Adequate work-life balance arrangements and an inclusive working environment are key for women in the workplace but if we want to give a concrete meaning to the words equal opportunities and say to young colleagues that they can fulfill all their expectations we have to count how many doors have really been opened and are really open to them. This is important, first, to attract qualified women in the job market and, second, to maintain their commitment to the job when they have been hired so not to lose their skills (and enthusiasm) along the way.

To this end the example and experience of those who have already defined and implemented dedicated strategies such as setting gender targets is therefore very important and helpful in providing food for thought to all, but especially to us here: as ADBI, we would like to take this opportunity to make the case to our top management to seriously engage to close the gender gap at the Bank of Italy and make such commitment really credible.