CALL FOR PROPOSALS

Gender Diversity in the Financial Industry

The SWIFT Institute invites proposals for research on the current status of gender diversity in management positions and at Board level in the financial industry.

According to the 2011 Catalyst Census report women held 16.1% of Fortune 500 corporate board seats in 2011. Given the growing number of women in the labour force, the issue of gender balance or gender diversity has increasingly drawn attention at both industry and government level.

A 2011 Financial News survey of 20 top banking institutions showed that at the group board level women held 16.6% of board seats (47 out of 283). In the same sample but looking at the banks’ group executive committee level positions, women accounted for 12.3%, or 22 out of 179 positions. When looking at the Investment Bank / Corporate & Investment Bank executive committee levels diversity was even lower, standing at just 7.7% (17 out 220 positions).

How many women hold senior positions in the financial industry? How do financial institutions evaluate the opportunities and address concerns for the inclusion of women in senior management positions and on company boards? This research proposal will serve as a venue to develop, inform and share knowledge regarding the representation of women in top leadership positions.

Research proposals can be theoretical or empirical. The focus of the research could look at the following (other suggestions are welcome):

- How many women hold senior management and board positions in the financial industry? What is their percentage of overall positions? Is this percentage representative of the total number of women working in the financial industry?
- How does the level of diversity in the financial industry differ by region / country?
- What level of qualifications do women have at senior levels and what role does this play in their attaining senior positions?
- What are the benefits and drawbacks between mandatory quotas and voluntary targets for women at senior positions?
- What approaches have been adopted in different institutions / countries and what impact have they had?

Grant & Working Paper

A grant of EUR 15,000 will be awarded to the author of the selected proposal. 50% will be paid immediately; the remaining 50% will be paid on acceptance of a working paper.

Proposal Submission

Please submit your research proposal as follows:

1. CV / bio including education, work history, research experience, publications, etc.
2. Description of your research project (2,500 words maximum) to include the following:
   - Objective of your research
   - Methods by which you intend to undertake your research
   - Timeframe by which you intend to complete your research
3. By email in MS Word / Excel / PowerPoint format and / or pdf.

Deadline: Proposals must be submitted no later than 26 April 2013

Email: Send submissions to: peter.ware@swift.com