

Insurance Australia Group (IAG)

Women in the workplace programs

In an organisation where 60% of the workforce is female and 48% of direct brand customers are female, IAG believes it makes good business sense to attract, progress and retain top female talent. Below is a summary of our initiatives aimed at ensuring women are actively engaged in the workplace and reaching their full potential.

- Established in July 2005, **IAG's Women's Forum** is an advisory group to the CEO on the issues of women in the workplace. The Forum discusses and supports the implementation of strategies for improving the success of women at IAG. It comprises 10 senior women from different parts of the business and is chaired by CEO Mike Hawker.
- **Chief Executive Women (CEW) Talent Development Network** aims to support IAG participants in the CEW Talent Development Program. The Network helps participants develop their connections with Program participants, facilitates interactive discussions with key note speakers and provides access to relevant Program material.
- **IAG Women's Career Development Program** is a 10 month initiative aimed at progressing future female leaders at IAG through coaching and mentoring, career assessments and development, and stretch assignments and secondments.
- IAG celebrates **International Women's Day** each year and in 2007 events will be held across the country that will focus on the achievements of women within the organisation.

Results

These efforts have delivered measurable results at IAG:

- IAG received EOWA Employer of Choice for Women status in 2005, 2006 and now again in 2007.
- In July 2005, IAG had a nine member Executive team, with one female Executive in a support role. One year later, IAG's Executive team has grown to 10 and now comprises three female Executives, increasing female representation at the Executive level by 19%.
- Approximately 58% of IAG's total workforce is female, approximately 40% of all IAG managers are female and we have a female parental leave retention rate of approximately 95%.
- One of our Women's Leadership Program participants was recently recognised as one of the final six AFR BOSS Young Executives of the Year (2006). The Leadership Program gave her the confidence to make the application.

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