Work – life balance
the gender dimension

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Impact of covid-19 pandemic

It has been one year since the pandemic ‘hit’ the entire planet with varying degrees of consequences on human capital.

Globally, the pandemic has taken its toll on our physical, social and psychological wellbeing.

Main **areas** impacted:

- way of **working**
  - increased **remote** and virtual work
  - disruption of **work–life balance**
  - reduced employee **engagement**

- **emotional** wellbeing
  - increased levels of **stress and uncertainty**
  - employees’ personal relationships impacted through **self-isolation**

Impact on Women

- Return to **traditional gender role** of primary caregiver
- Provide **emotional support** to their families
  - elderly and/ or ill
  - children
- **Conflicting responsibilities** at home and work
  - multitask
  - continuous interruptions

Employee covid pulse survey results

We launched a pulse survey to investigate the degree of impact our employees are experiencing due to the pandemic.

- April 2020
- Addressed to 7118 employees

The key findings confirmed that women are more severely impacted by the current situation

	Gender	
Impact area	**Male**	**Female**
My level of stress	-30%	-43%
My developmental and career opportunities	-20%	-23%
My work tasks (i.e., the type of work I do)	-16%	-18%
My work-life balance	-13%	-16%

McKinsey & Company survey

Our Response

We took **immediate measures** to address this situation and support our employees through this crisis. We launched a series of initiatives which have been very well accepted and are widely used, especially **for the female population.**

Stay Connected pillars

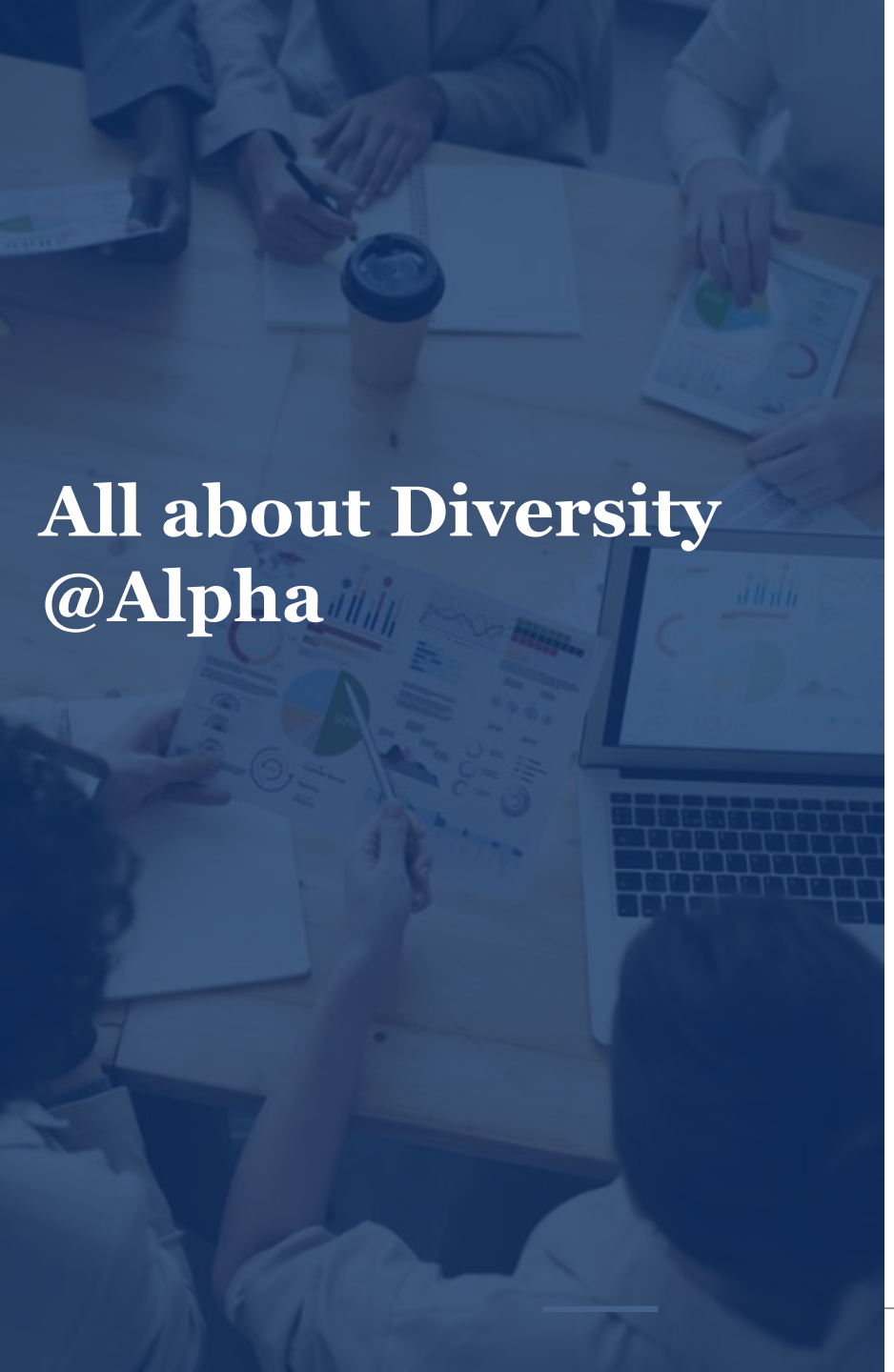
- *My Work*
  - trainings on digital tools and remote working
  - training on managing virtual teams (for people managers)
- *My Life*
  - Coaching
  - Nutrition
  - Parents' Academy
- *My Culture*
  - Free tickets for online theatrical plays

Policies

- Special leave for mothers of young children and caregivers
- Flexible work for those who need it
- Nursery expenses

Increased communication

- Medical advice (24/7)
- Support from professional psychologist
- Q&A section on the intranet
- Quarterly employee pulse surveys to continuously identify issues



All about Diversity @Alpha

VISION

Foster and promote an inclusive culture that embraces human difference

PILLARS

Gender Balance: Gender equality between Men & Women

Multiple generations: Age flexibility

Disability: Embracement and empowerment of disability

Sexual Orientation: Embracement and empowerment of LGBT+

Alpha Bank's approach on Women empowerment

1. We have the right policies & principles

- **55%** of the population are women
- **50%** of new hires in 2020 were women
- **59.6%** of last year's promotions appointed to women
- Groundbreaking **Maternity** policy
  - ✓ Covering in full playschool expenses for all our employees' kids aged 0-6 years
  - ✓ Only last year we spent € 6,631,680
  - ✓ Special leave for mothers of young children and caregivers

2. We cover women's whole lifecycle @ Alpha Bank

- **Targeted programs** to empower women (launched at the end of 2020)
- Programs about **to be launched**

Alpha Women's Programs

AW.ARE

(Alpha Women. Authentic, Resilient, Empowered)

- Maximize Engagement
- Empower and invest on their personal branding
- Achieve personal / professional Goals

100 women across all age groups, hierarchical and educational levels

- Strengths Management practices and intervention
- Growth Labs: Group Coaching Sessions

Silver AW.ARE

- Training programs for women who are at an early retirement status or are eligible for pension.

- Collaboration with NGOs for Senior Citizens

Programs about to be launched

Alpha parents and daughters

- Support and mentor the next generation of female leaders
- A job shadowing program for the graduate daughters of Alpha Bank Employees, in order to familiarize themselves with the Banking environment.

Young Female Investors

- Provide financial education to young girls with the purpose to teach them basic financial skills like how to earn, save and spend money
- A training program for Senior High School girls aged 16-18
- An experiential training program delivered by Alpha Bank employees

Programs about to be launched

#SheForHe and #HeForShe

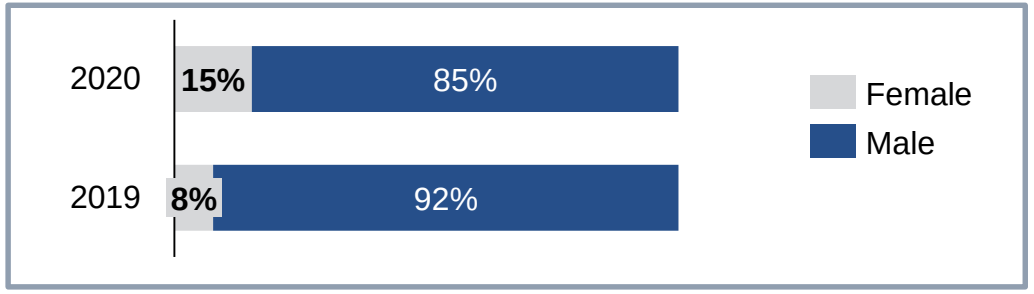
- Female Senior Executives act as coaches for newly onboarded employees, teaching behavioral soft skills traditionally attributed to females
- The same Female Executives participate in a Digital reverse mentoring program where newly onboarded employees act as coaches

Trading Alpha Brains (TAB)

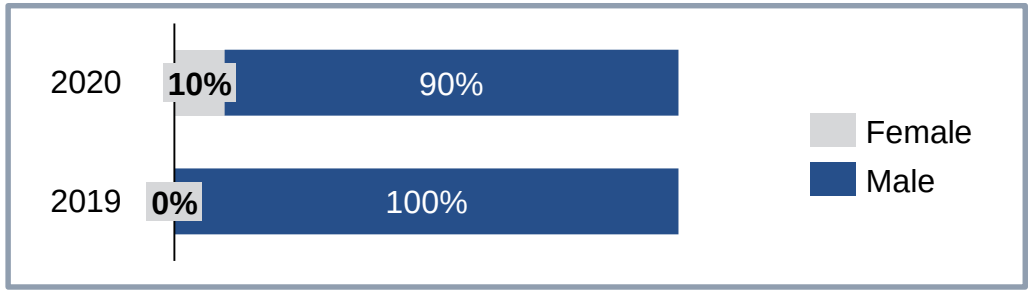
- A program to inspire young “leaders” from different Divisions exchanging knowledge and experience.
- Building a learning organization by creating, acquiring and transferring knowledge

What we have achieved

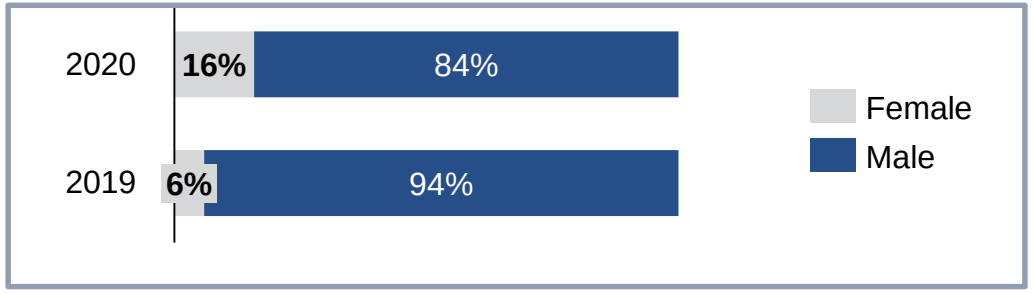
Females on BoD



Females on ExCo



Females at CEO and Director level (GMs, EGMs)



"Our Bank was recognized for its performance towards the development of women in an inclusive workplace, such as female leadership, gender pay and talent management parity as well as its commitment to transparency in gender-data reporting. Alpha Bank stood out for its high performance in creating a working environment of equal opportunities for both men and women, as well as for its policies and benefits, exclusively available to women Employees."

Bloomberg GEI Index

What will the new normal look like?

"A gender equal society would be one where the word 'gender' does not exist: where everyone can be themselves"

Gloria Steinmen

Thank you