
4th Insurers Association of Zambia (IAZ) Conference

11th June 2018

Human Resource For Growth & Inclusion

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FootBall Legends - Vs HR Management



Fact: Clearly a Thriving Industry

Q: Is this Industry Inclusive ?

Human Resource Management for Growth and Inclusion

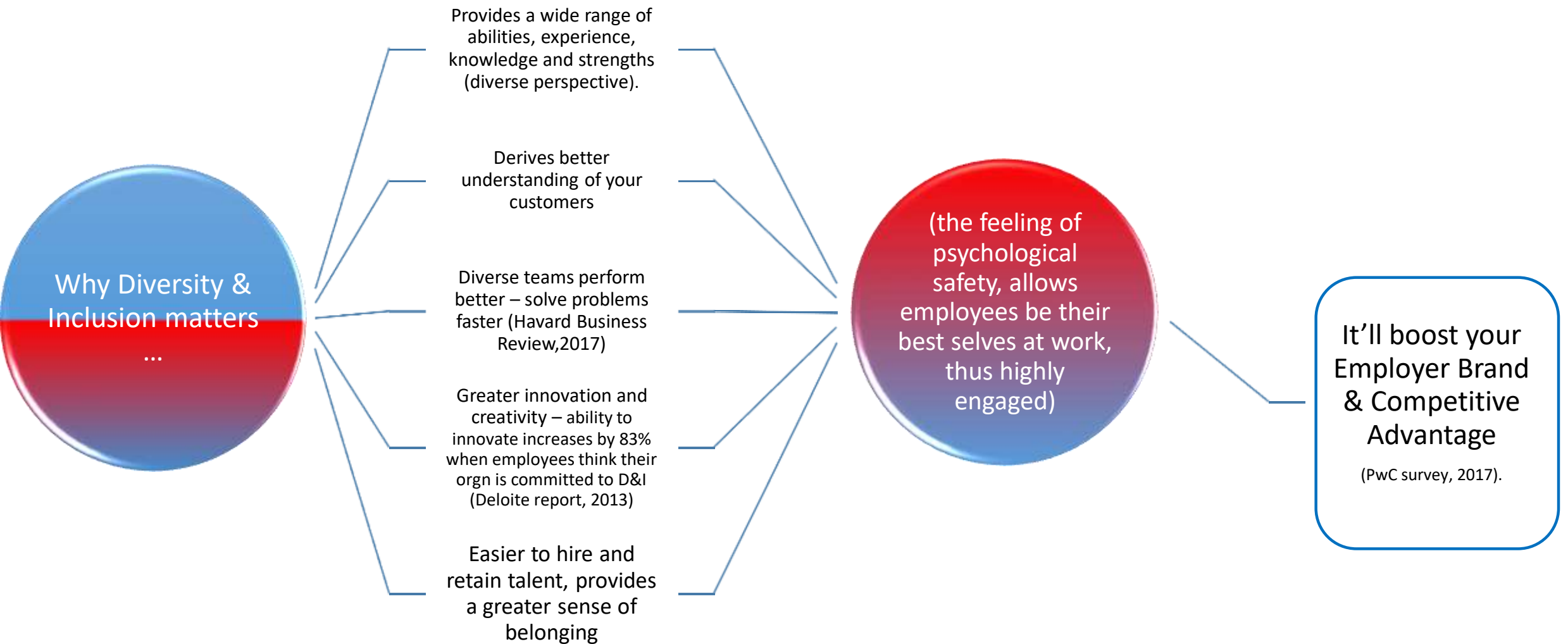
- **Inclusion** ; The HR perspective ...

- All embracing society ideology , a universal human right.
- Aim is to embrace all people irrespective of age, race, gender, disabilities, special education .
- Learning to live together and giving equal access & opportunities
- Getting rid of discrimination and intolerance (removal of barriers)
- About our abilities , our gifts, about diversity.

- **Diversity**

- The fact of many different types of things or people being included, mixed workforce.
- Understanding that we are different , each individual being unique. Can be along the dimensions of race, ethnicity, age, gender etc.

How does an Inclusive HR Management Practice lead to Business Growth ?



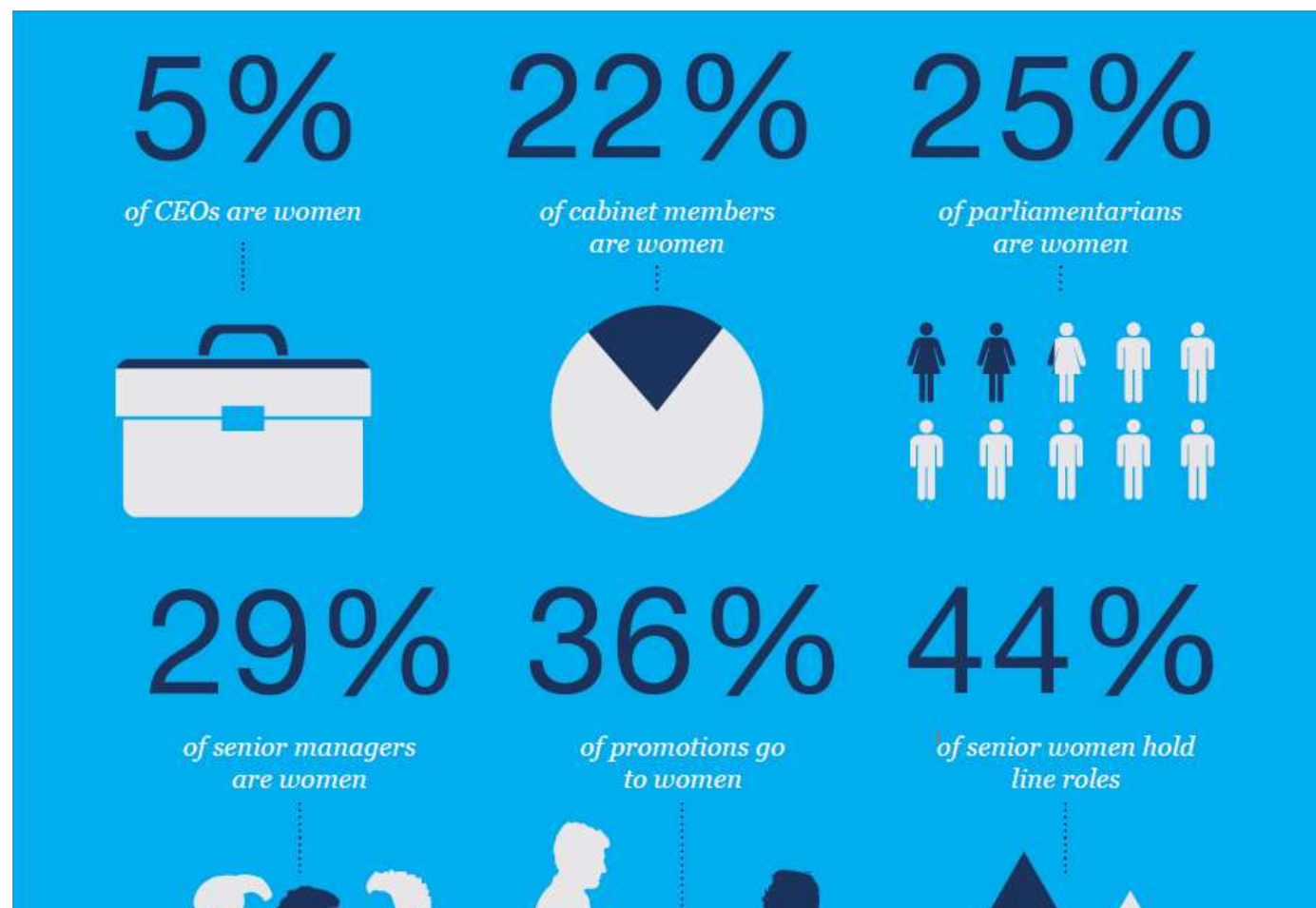
Gender Diversity & Inclusion – Status Quo

“The numbers are stark, despite women’s impressive gains in education and the workplace over the past 50 years, men greatly outnumber women in leadership especially in top positions.” AAUW, 2016.

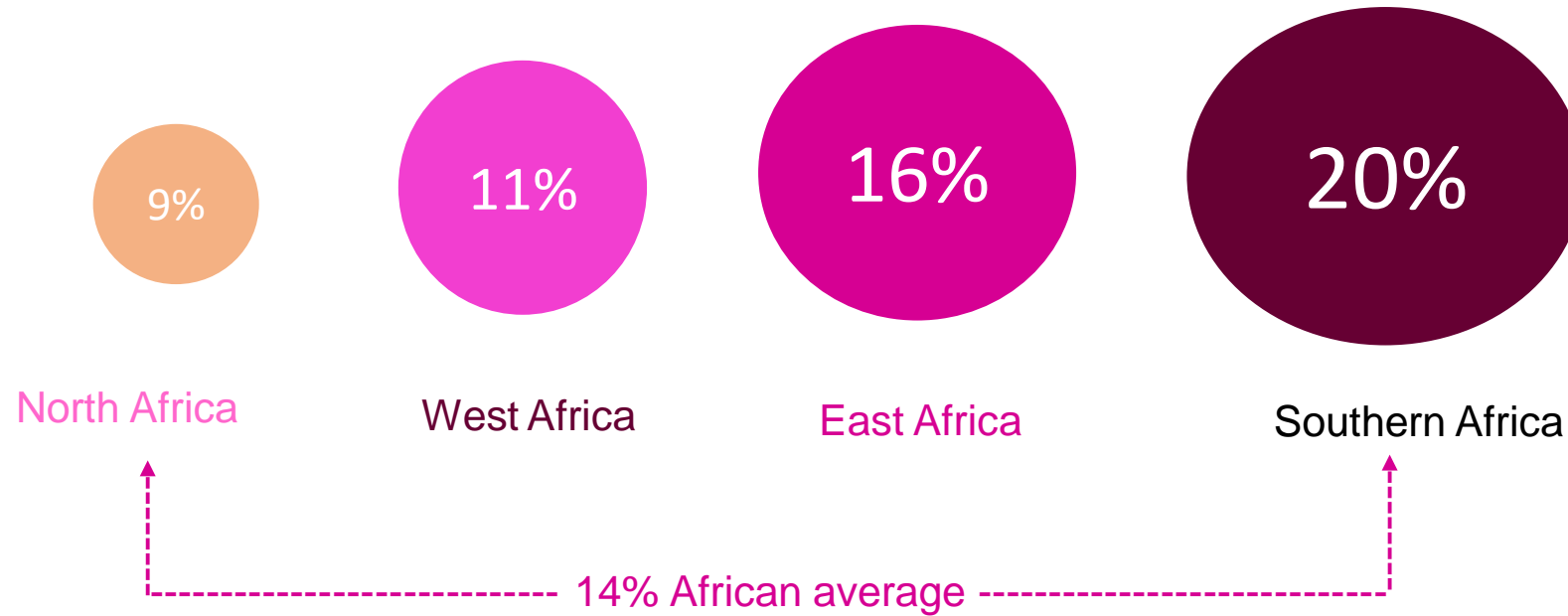
- **Historically, Tradition & Culture tended to marginalize women resulting in ...**
 - Early drop outs in the ladder of corporate leadership in order to conform to existing norm. (In fact it begins from school).
 - Discrimination against these high potential colleagues
 - Low esteem amongst the women
 - A huge reduction in the % of Women representation as we go up the ladder.

Gender Diversity Statistics

In Africa ...



Women's representation on boards of African companies by region



SOURCE: Orbis database, 2014; World Economic Forum, Global Gender Gap Report, 2014.

Women representation in senior management of African companies by Industry



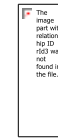
SOURCE: McKinsey & Company, *Women Matter Africa* survey data, 2015

What are the causes and identified obstacles to change the status quo ?



Business Case for Gender Diversity and Inclusion

- Wide research has shown that Organizations with greater share of women on their leadership positions (Exec or boards) tend to:



Risk Management

Manage Risk Better



Performance

Have higher performance Returns



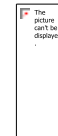
Customer Relations

Relate well to their customers (Women directly influence 70-80 % of global spending)



Collaboration

More open to new perspectives & Work more collaboratively



Ethics & Fairness

Have strength in Ethics and Fairness

Proposed Actions to Break the Barriers

1. Make diversity & Inclusion a top Board and CEO priority

2. Communicate Diversity and Inclusion business case to enable employees understanding

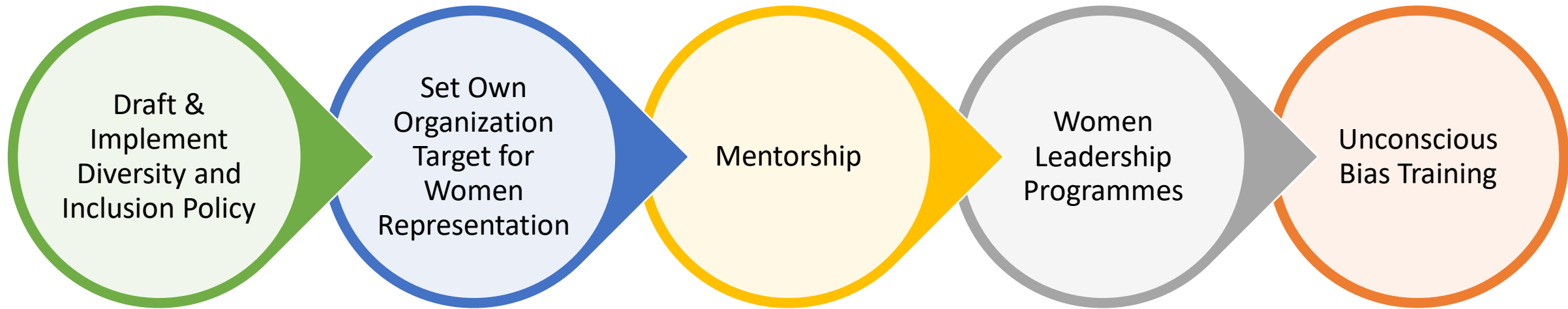
3. Confront limiting attitudes in the working place by addressing unconscious bias

(education, reviewing processes such as recruitment, promotions, Perf. Mngt etc to enhance objectivity)

4. Implement Fact Based Diversity Strategy – solid metrics and action plans to address the root causes of under representation.

(HC Distr, Attrition Rates, Reasons exits, % of promos, gender pay gaps, track engagement surveys results etc)

Initiatives to change the landscape



- Thank You !