



Superintendencia
de Bancos
e Instituciones
Financieras
Chile

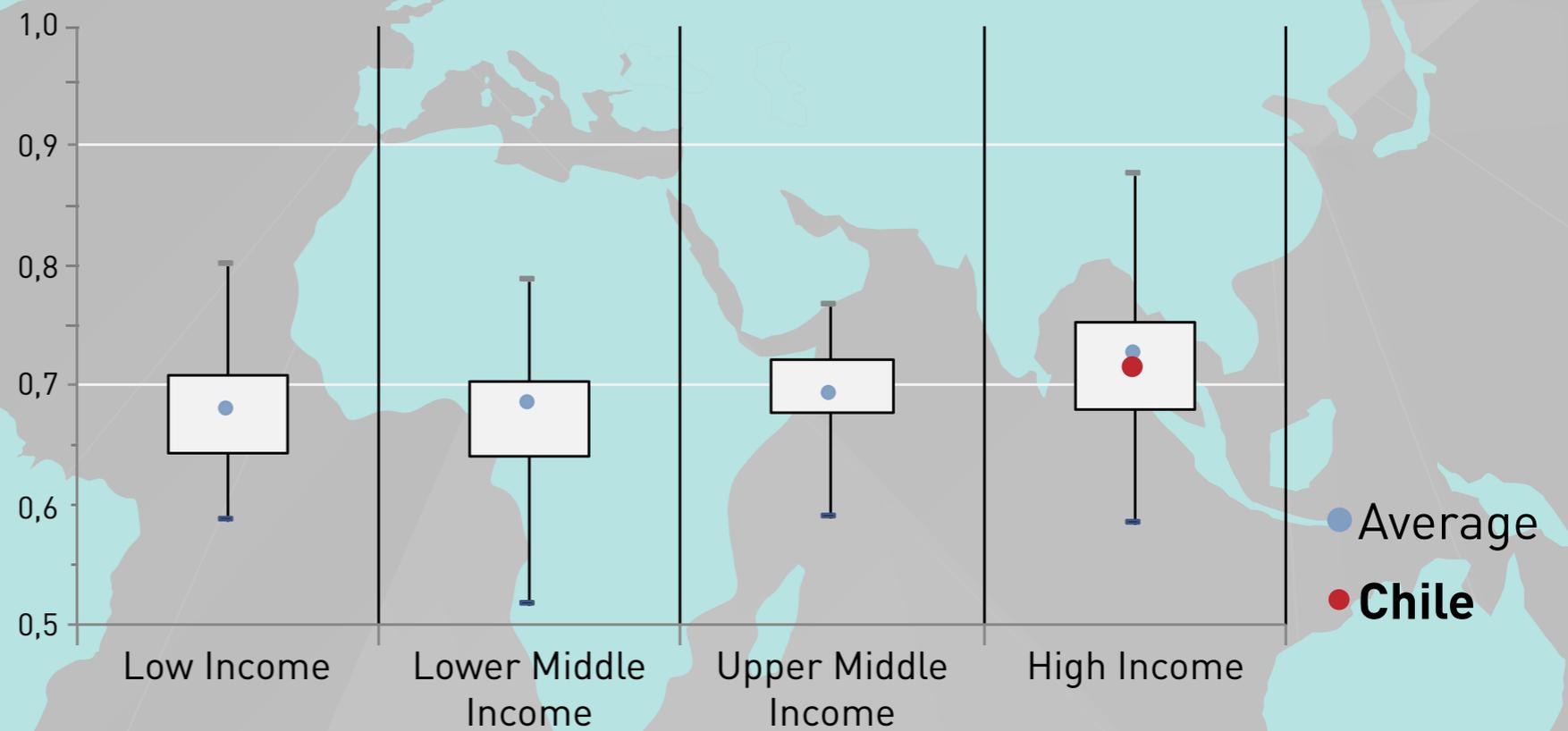
Gender Differences in the Chilean Banking System: #BeBoldForChange

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International Context

Global Gender Gap Index 2016 (Groups of countries)



70

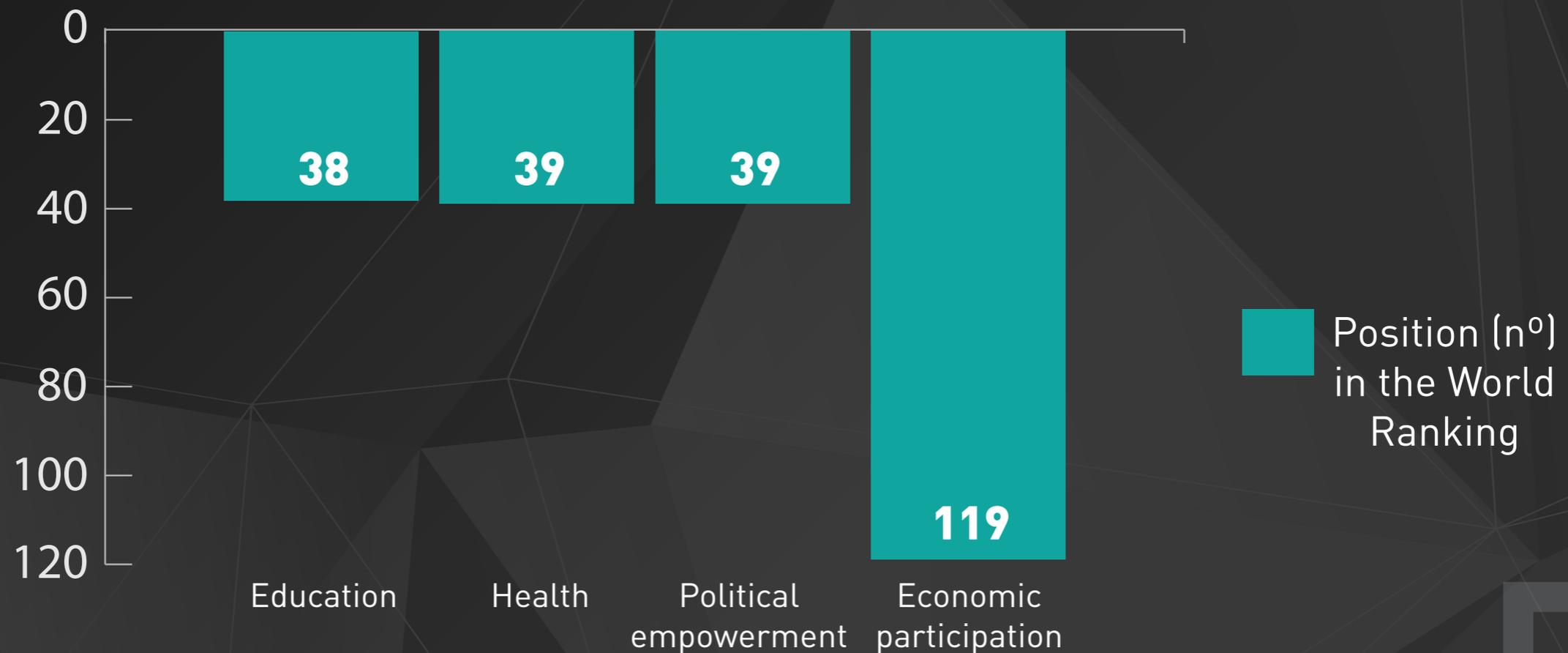
Chile ranks 70 out of 144 countries of the Global Gender Gap Index. (World Economic Forum).

The boxes show the percentiles 25 and 75 of distribution and lines of minimums and maximums.

The economic dimension is the weakest

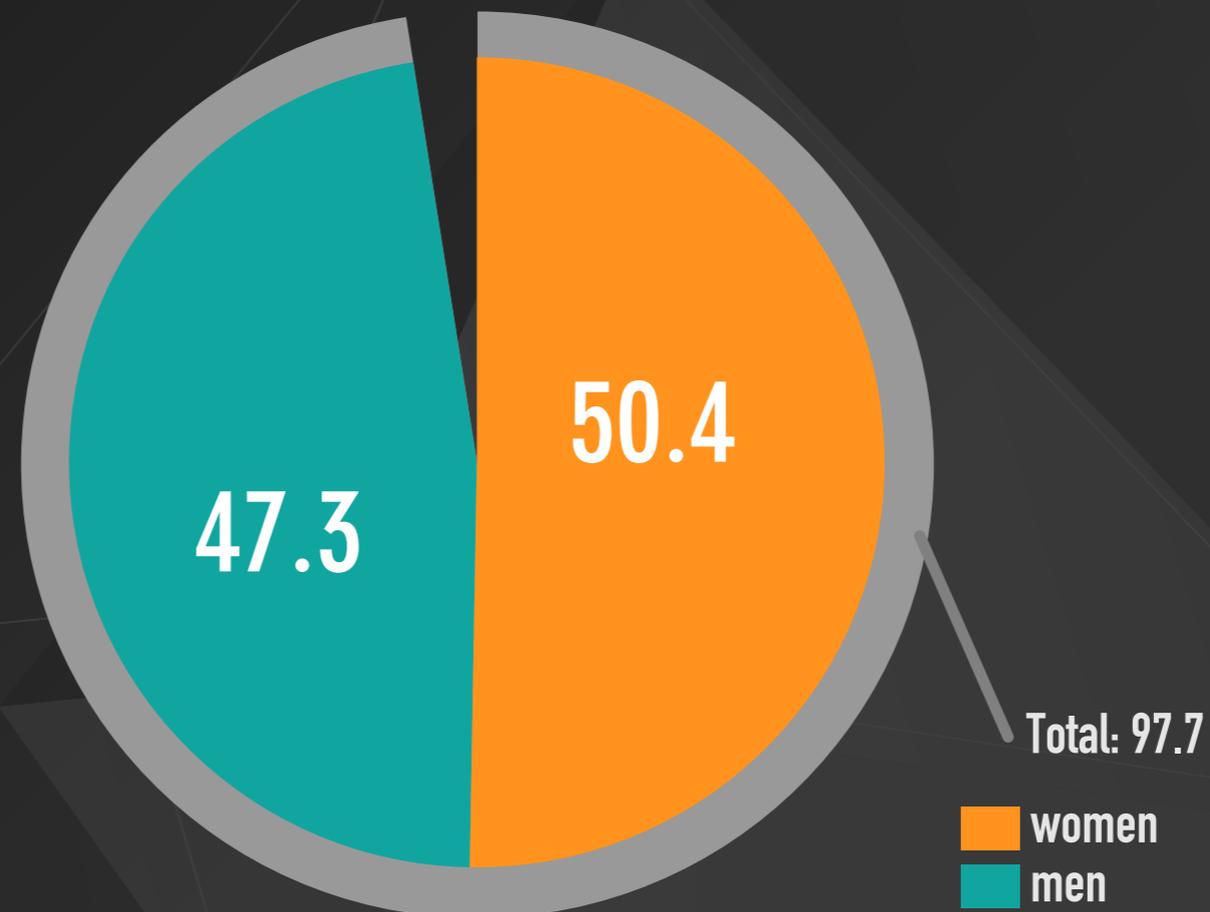
Chile's worst performance in the Index is "Economic Participation"

- Wage equality for similar work 133
- Estimated earned income 97
- Labor force participation 92



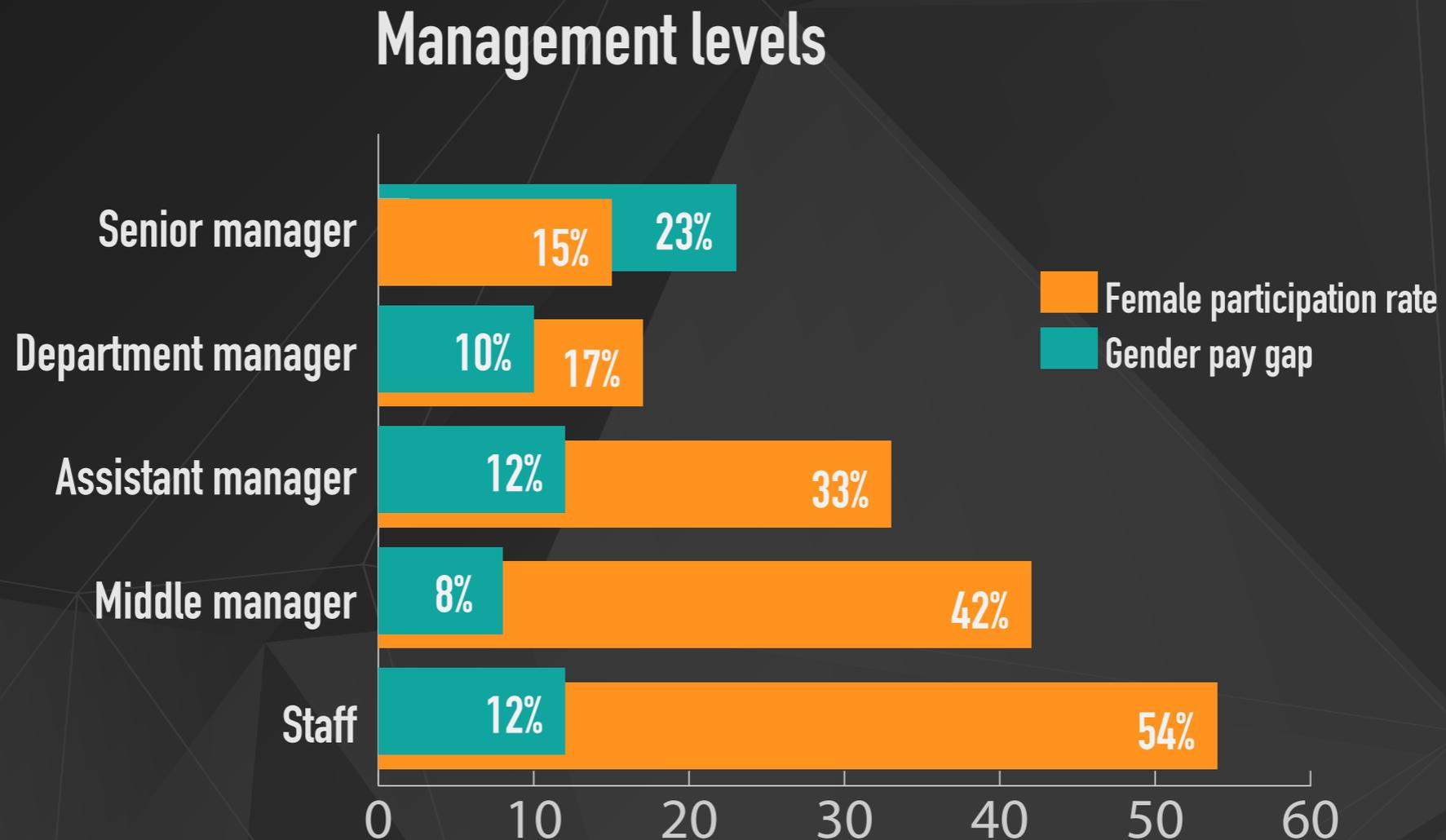
Financial Inclusion

97.7% of the Chilean population aged 15 or older holds some financial product. Out of this percentage, 50.4% are women and 47.3% are men.



Female participation in financial companies

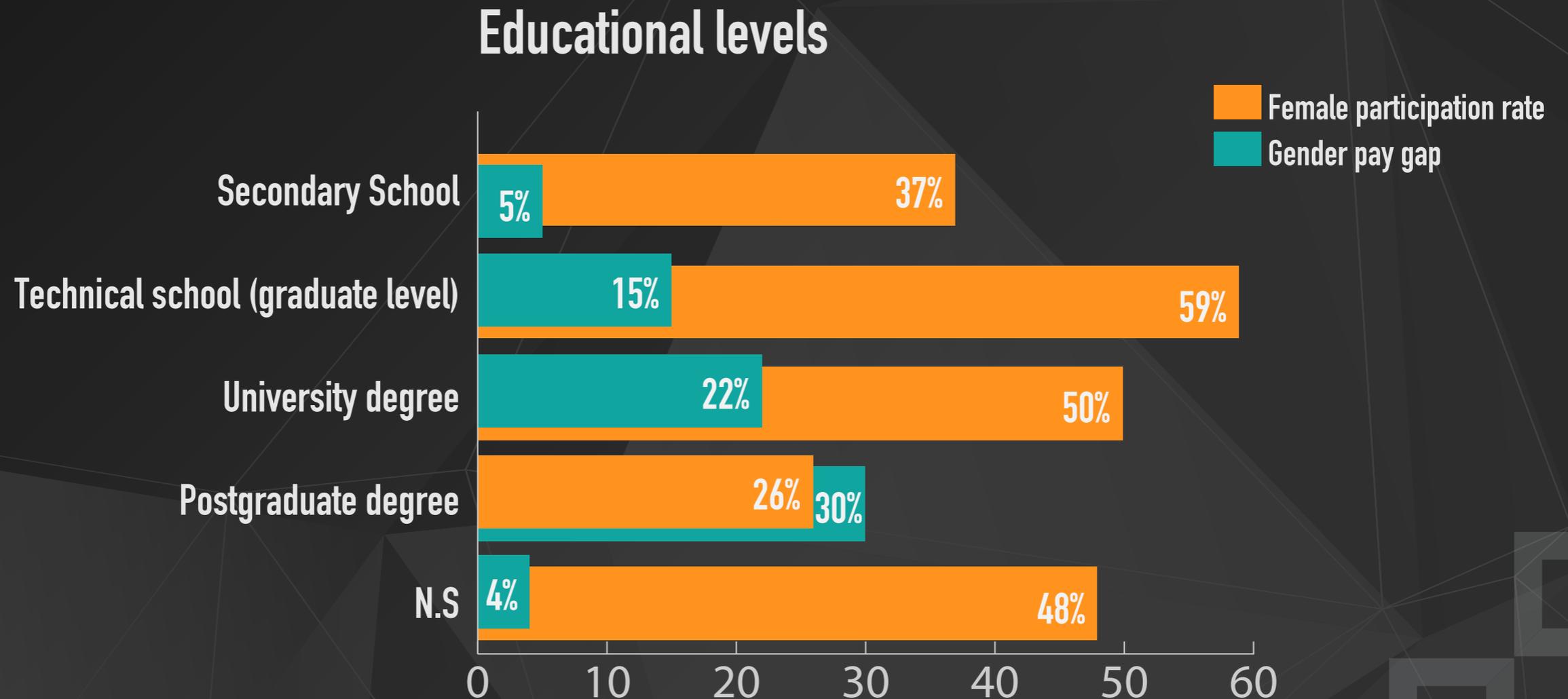
The higher the management and educational level of women, the wider the gender pay gap



Source: "Gender gaps in labor market of the financial system 2015"

Female participation in financial companies

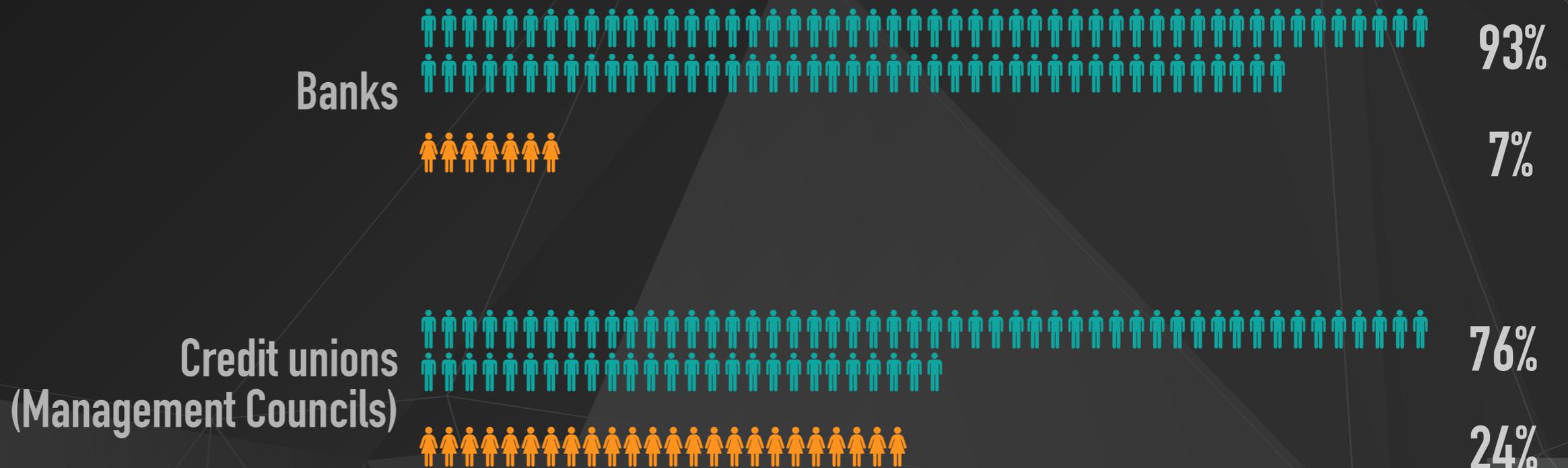
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Source: "Gender gaps in labor market of the financial system 2015"

Female participation in financial companies

Female board membership is lower in banks than in credit unions



What can we do as an organization to foster conscious bias in favor of women?

- Apply this bias within the organization, without affecting meritocracy
- Incorporate in the institutional information system a gender approach:

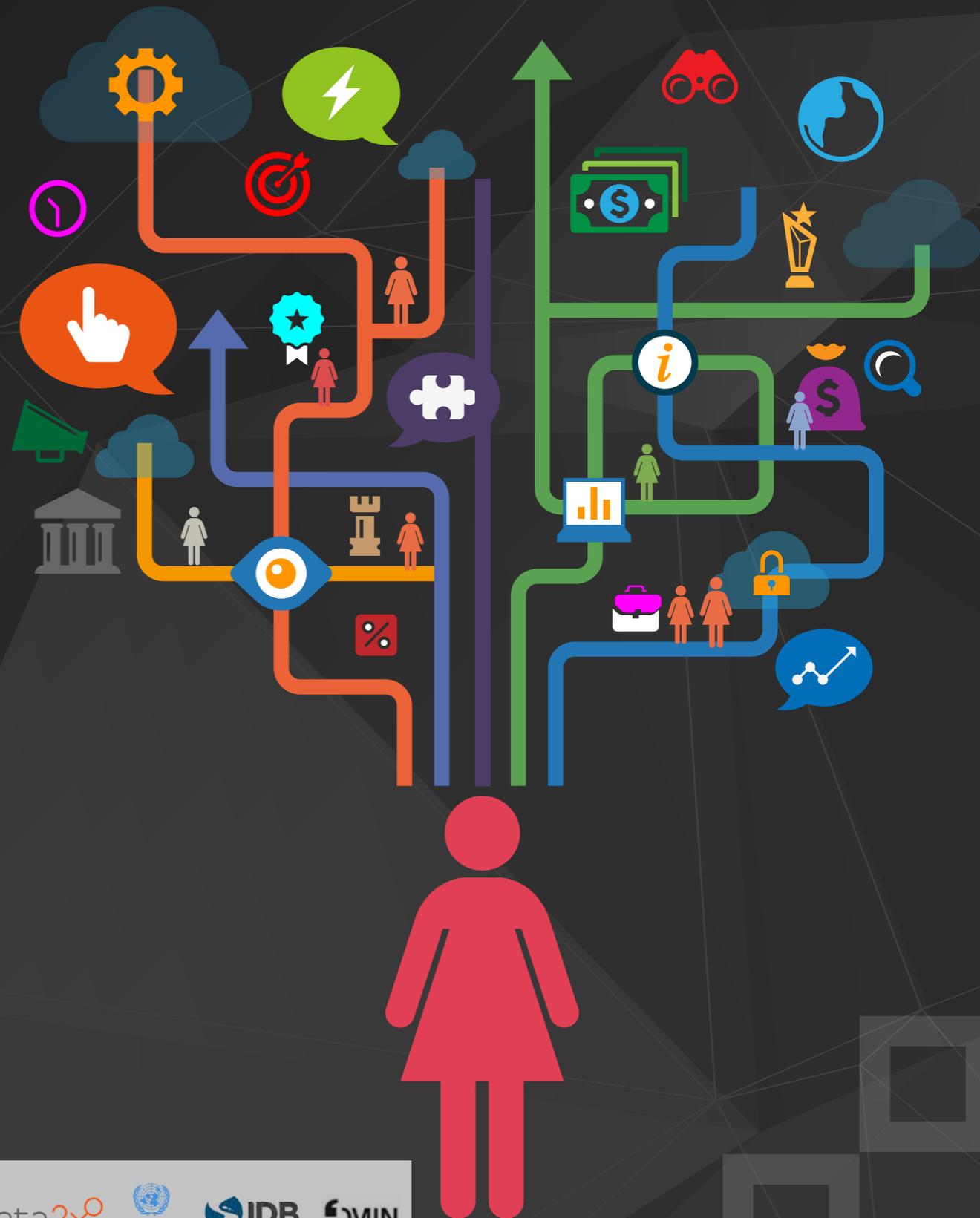


Gender gap in access
to financial services

Gender gap in financial
labor markets

What are we trying to do?

- Chile is committed to women's data:
- Chile is the only country in the world that has consistently tracked sex-disaggregated data on its banking system for over 15 years.



Issues covered in the report

Loans

- Consumer
- Mortgage
- Commercial

Savings

- On sight deposits
- Time deposits

Cash management

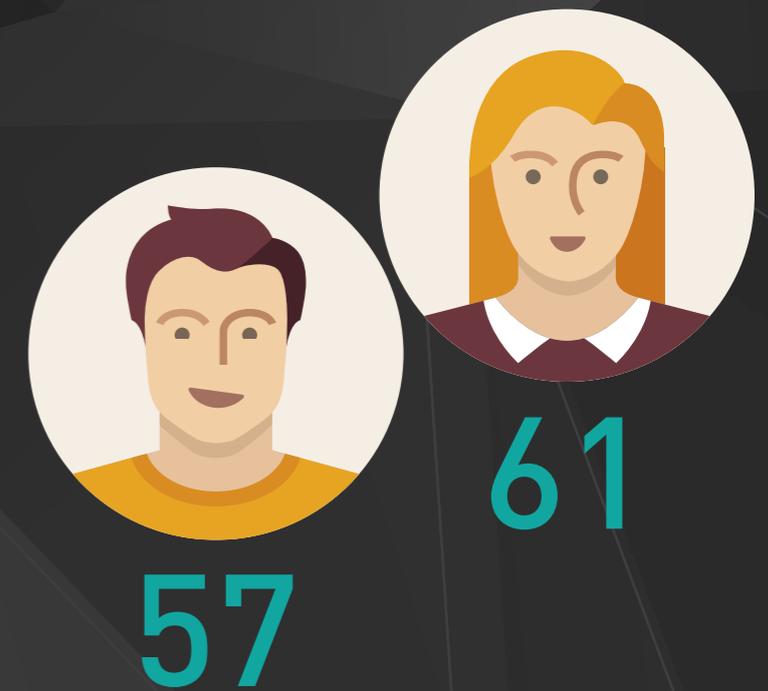
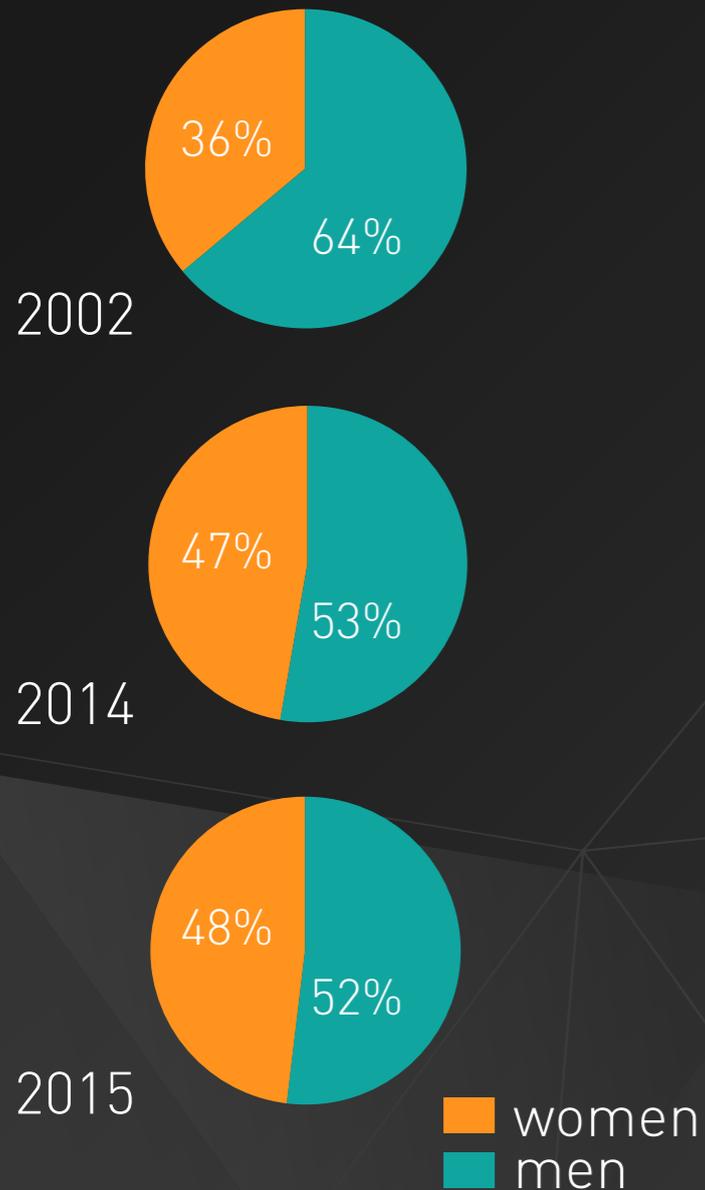
- Use of debit products

Integrity

- Bounced checks
- Nonperforming loans

Gender Gap: Loans

Numbers of debtors

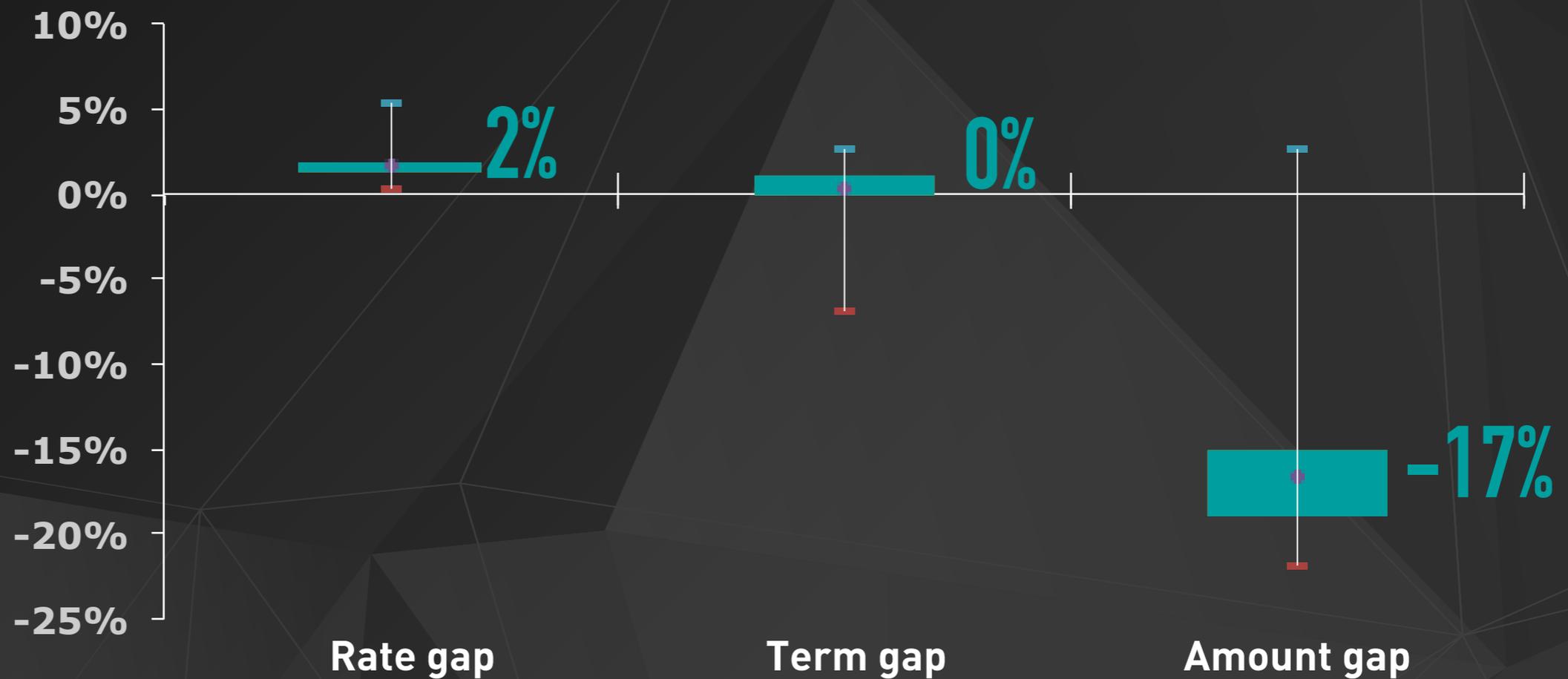


- **Average debt:** For every US\$ 100 owed by men, women owe US\$ 59.
- **Consumption:** For every US\$ 100 owed by men, women owe US\$ 53.

- **Mortgages:** For every 100 monetary units, the amount assigned to mortgage funding is: 57 men, 61 women.

Gender Gap: Loans

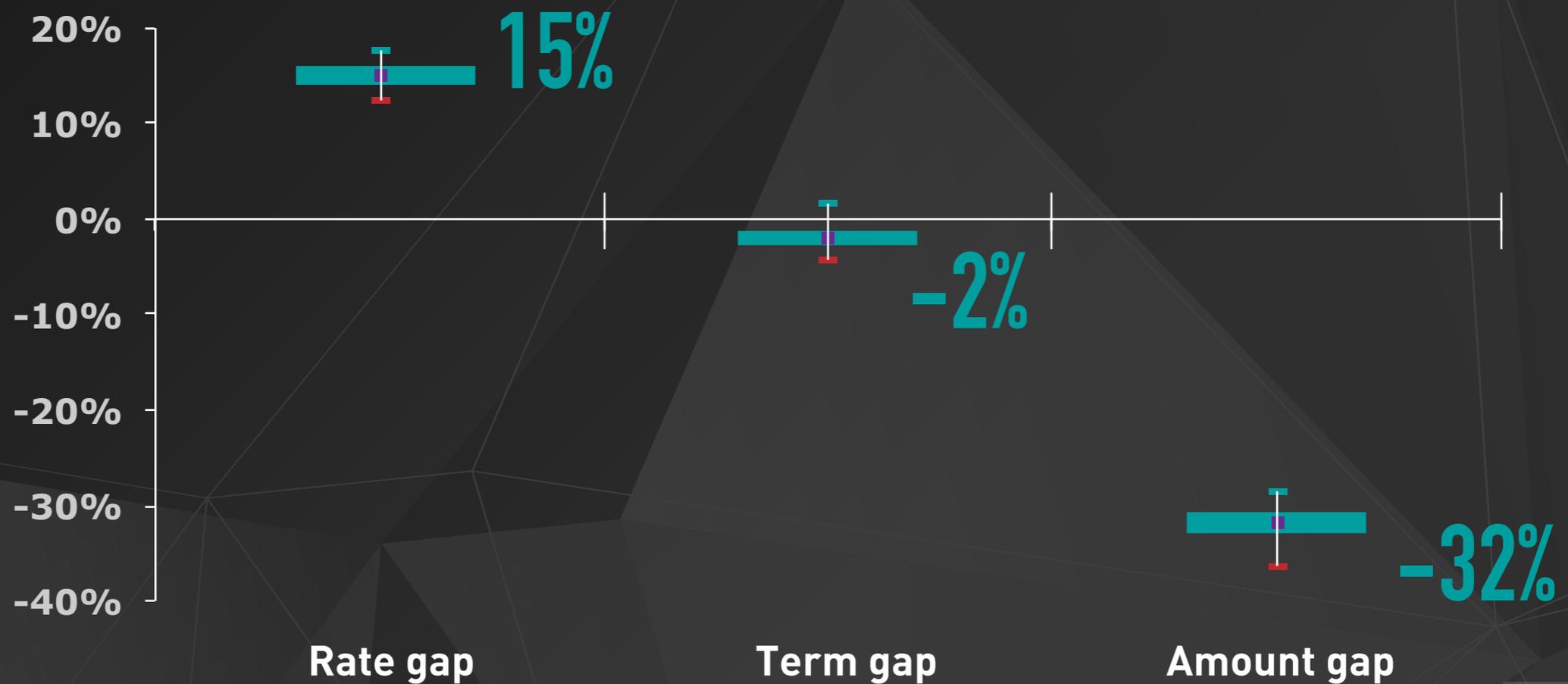
Terms of credit related to mortgage loans



July 2012 / December 2013

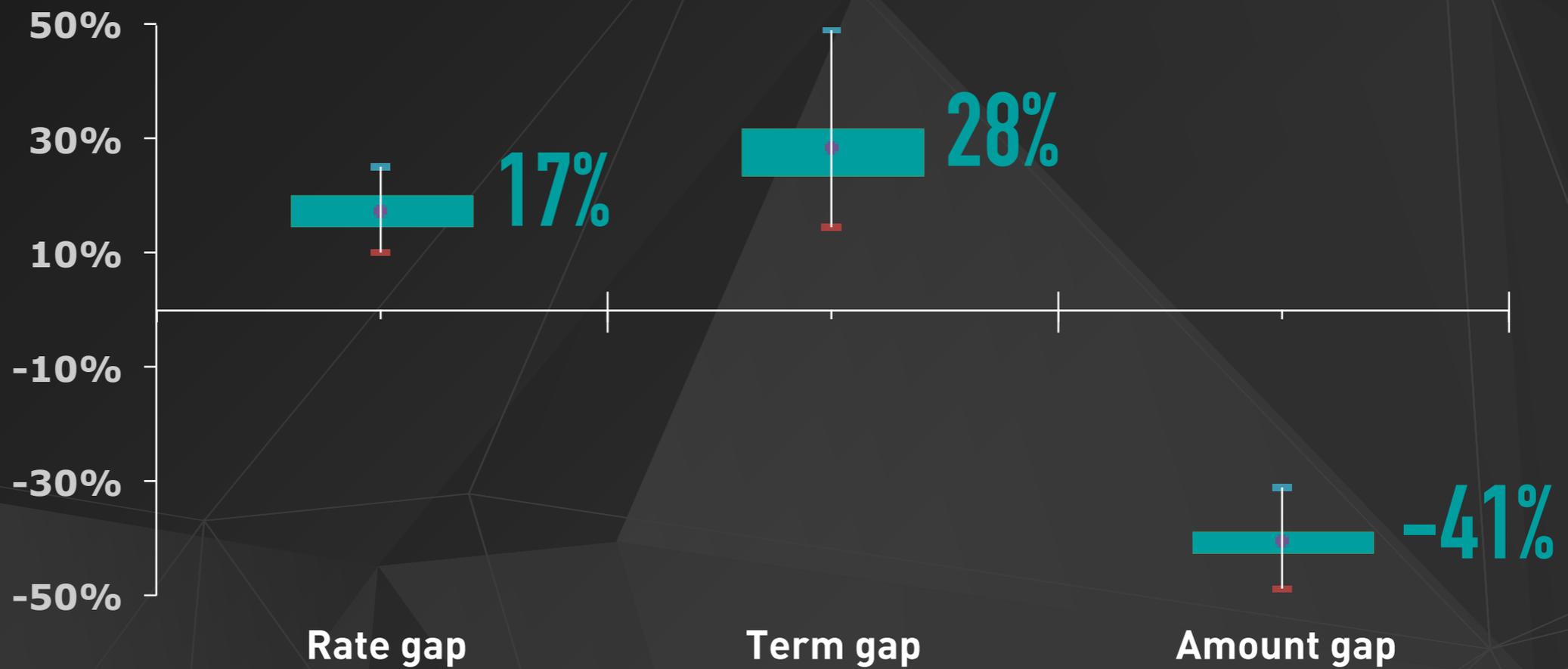
Gender Gap: Loans

Terms of credit related to consumption loans



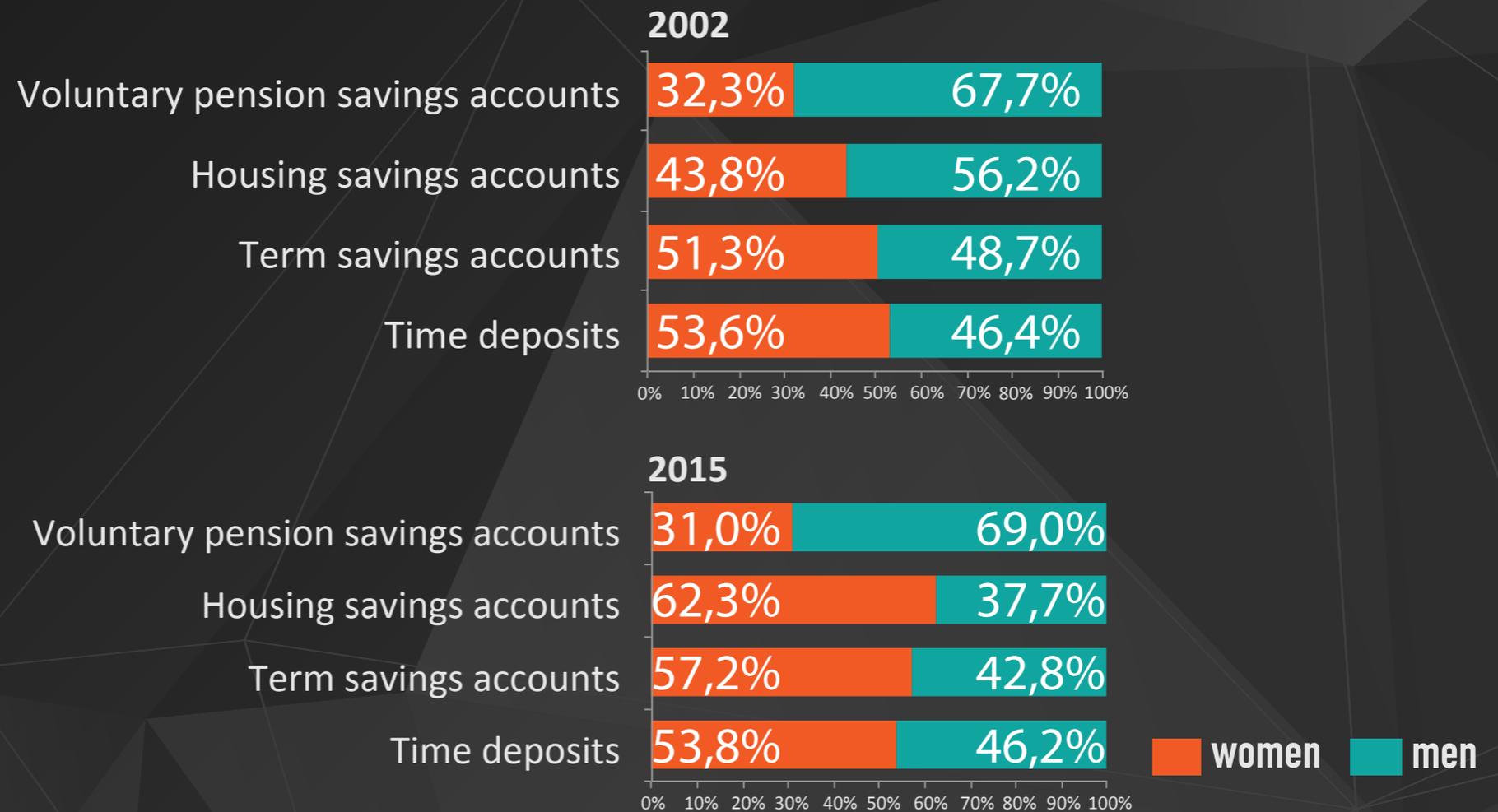
Gender gap: Loans

Terms of credit related to commercial loans



Gender gap: Savings

Number of accounts by gender, 2002-2015



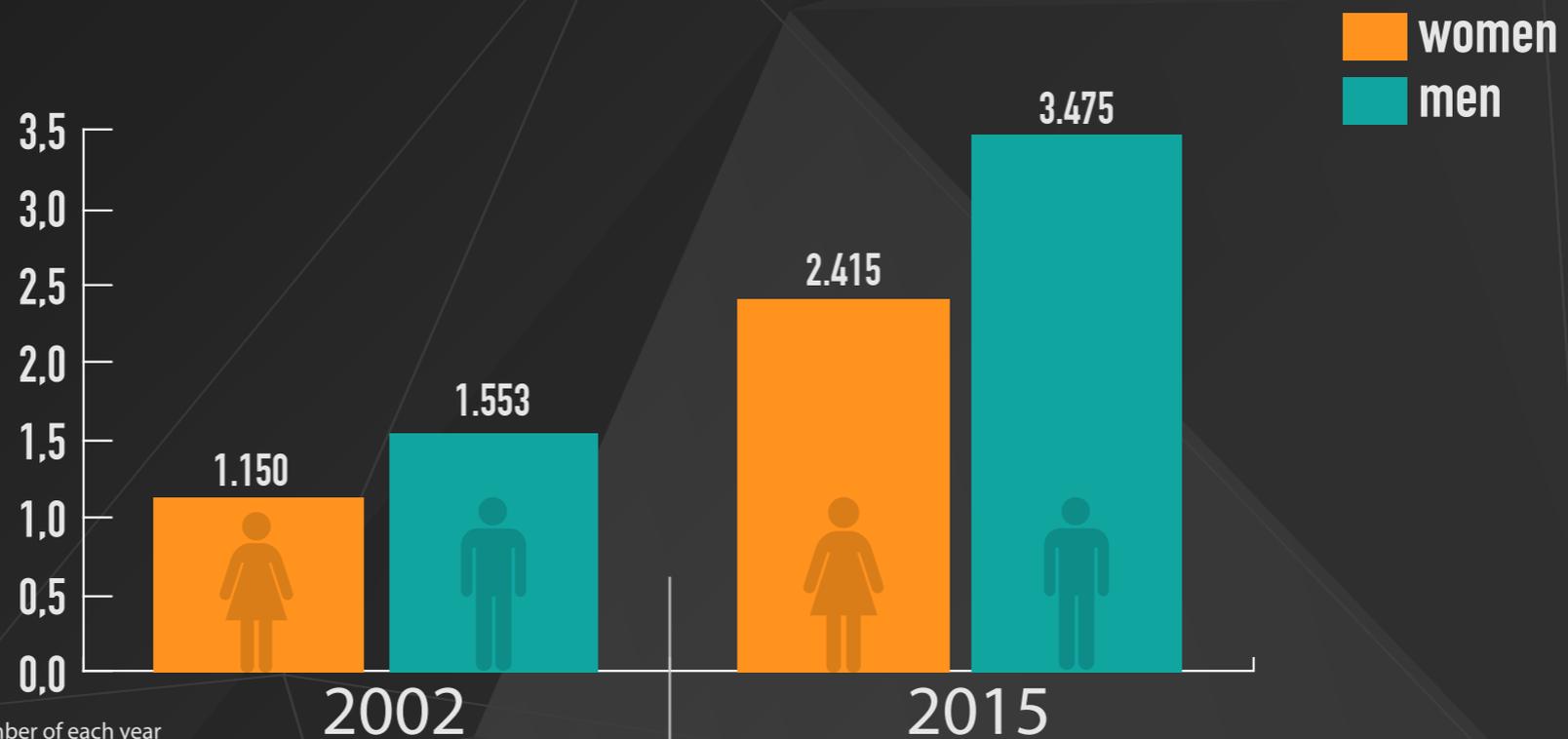
Gender Gap: Cash Management

Number of Cash management accounts
(Checking accounts and sight deposits), 2002-2015



Gender Gap: Cash Management

Average deposit balance in cash management accounts
(US\$ dollars*)



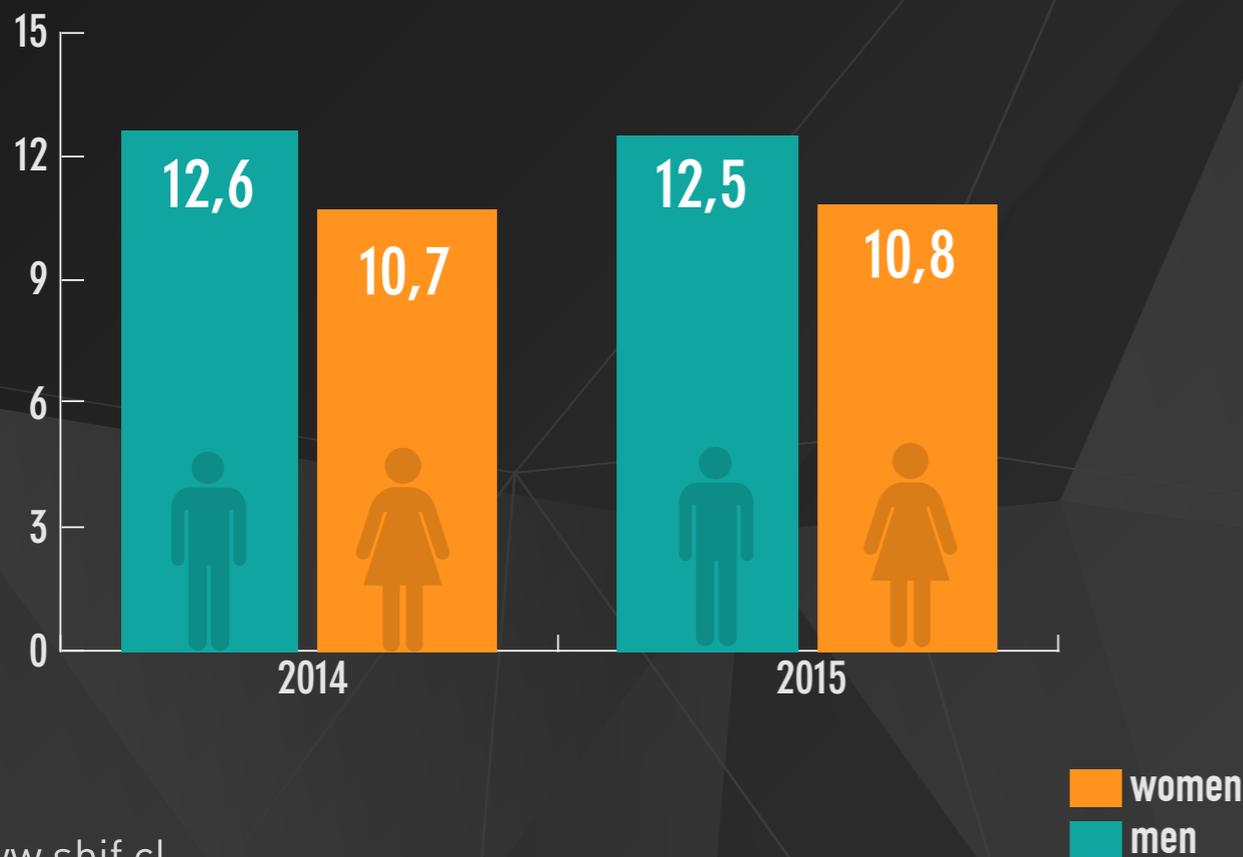
* Currency at the end of December of each year

**Women hold 26%
less than men**

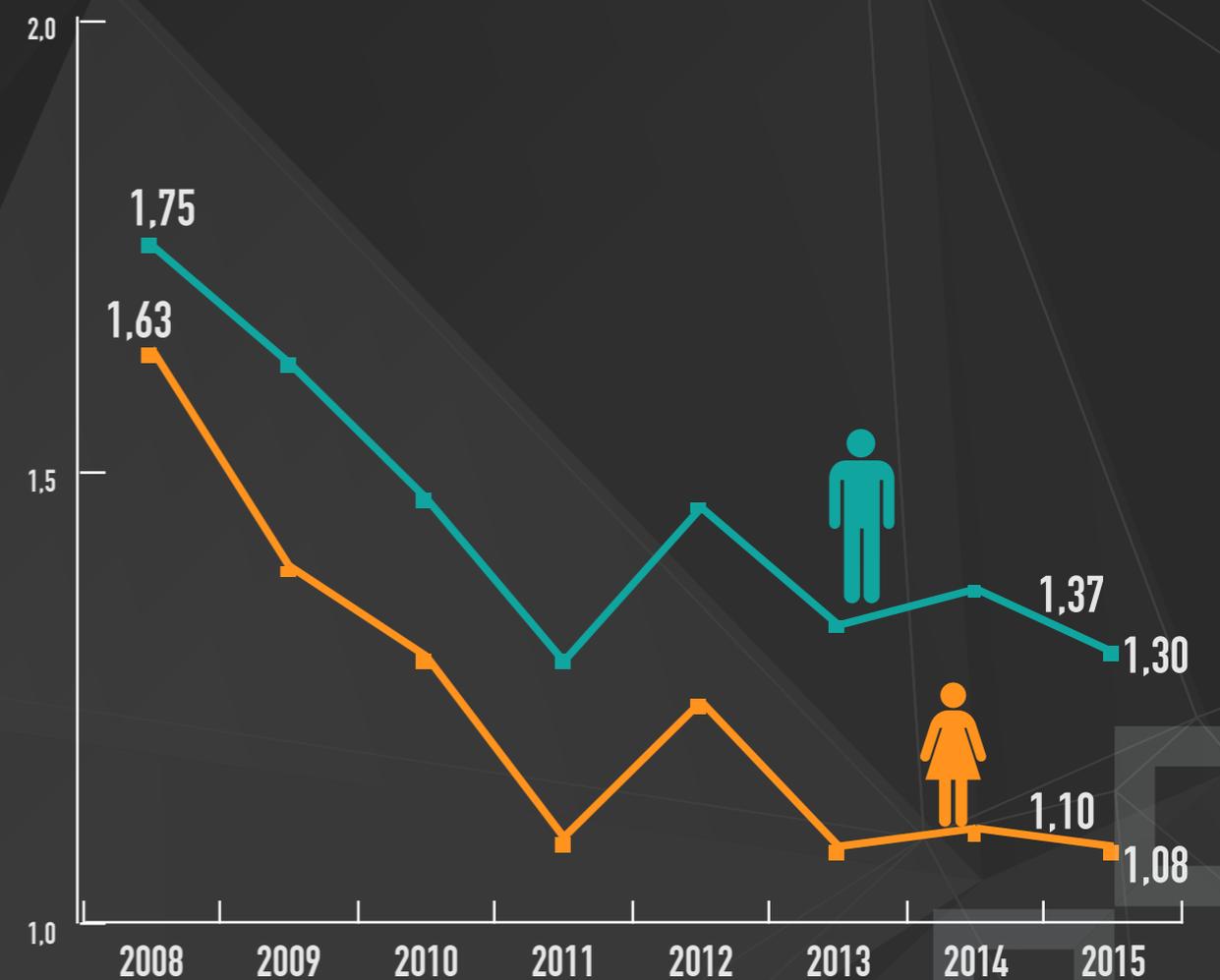
**Women hold 31%
less than men**

Gender gap: Financial Integrity

Bounced checks for every 1.000 checks presented for payment



Non-performing loans, 90 days -1 year
(Amount of non performing loans as % of total amount of debt)



Lessons



1. Seek internal buy in, particularly from the top.
2. Balance information needs and opportunity costs.
3. Data is not an end in itself. Think about next steps.
4. Apply a conscious bias in favor of women at all levels:

Within organizations.
Finding the gender dimension in their actions and products.

> The SBIF promotes gender equality using data and internal policies and practices.