

Improving proportion of women in management on Nestlé's agenda

Nestlé, the world's largest food and beverage company, has laid out an action plan to increase the number of women in senior executive positions globally. As part of its activities to highlight International Women's Day 2019, the Gender Balance Acceleration Plan will now put further emphasis on increasing the proportion of women in the group's top 200 senior executive positions from around 20% currently to 30% by 2022.



Image credit: Getty

The firm says this is another step in Nestlé's journey towards gender parity. According to the company, a gender-balanced workforce makes business sense as it helps to boost innovation and performance, which as a result, better serves the needs of its consumers.

"It is simply the right thing to do. We believe that a more diverse workforce with more women at the top will reinforce our inclusive culture and make Nestlé an even better company. We are setting measurable goals to hold ourselves accountable. We know that improving gender balance will lead to better decisions, stronger innovation and higher employee satisfaction," said Nestlé's Global CEO Mark Schneider.

Plan of action

Schneider announced the company's acceleration plan to make gender balance a priority, based on three pillars: bold leadership, an empowering culture and a set of enabling practices.

The Gender Balance Acceleration Plan includes the following specific actions:

- Supporting all managers to foster an inclusive workplace and ensuring that they are trained on unconscious bias;
- Encouraging the use of Nestlé's paid parental leave program and flexible work policies in place in all Nestlé operating companies;
- Enhancing mentoring and sponsorship programs to prepare high-potential women for senior executive positions;
- Hiring and promoting more women in senior executive positions;
- Reviewing results with senior leaders to promote gender balance and ensure progress;
- Continuing our efforts to champion equal pay and eliminate conditions that create gender pay gaps;
- Reporting progress in Nestlé's annual Creating Shared Value report.

"The Nestlé Gender Balance Acceleration Plan strengthens our existing commitment to enhance gender balance in our workforce. We are confident that everyone, men and women, will play a key role in advancing gender equality and creating a better place to work," said Béatrice Guillaume-Grabisch, executive vice president, head of group human resources and business services.

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