

# Retention: The Trust Gap



## HIGHLIGHTS

Retention of women is a significant area of opportunity for the finance sector, in particular related to women's perceptions around fairness and transparency of compensation packages and performance reviews, and to a lesser degree, overall issues related to parental leave.

### Fairness of Compensation



### Parental Leave and Support



## RECOMMENDATIONS

- Make compensation understandable, by clearly articulating the 'how' base pay, bonus and progression decisions are made.
- Regular compensation audit outcomes include explanation and action from leaders to correct inequities.
- Protect careers during parental leave, including explicit safeguards to advancement and development timelines; standardize manager-led reintegration plans.