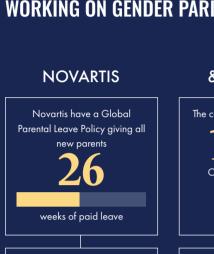
# **WOMEN IN THE** PHARMACEUTICAL INDUSTRY

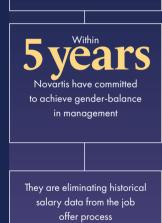
Gender parity in the workplace still has a long way to go, and the pharmaceutical industry is no exception, but many companies are taking significant strides in the right direction towards achieving this.

We showcase just a handful of the standout examples from pharma and explore the key milestones in gender equality in the workplace.

# SHOWCASING COMPANIES **WORKING ON GENDER PARITY**







# **JOHNSON & JOHNSON**





medical education and care to women in the developing world

They are working to provide

# **ASTRAZENECA**



AstraZeneca are 12th in the FTSE ranking for women





They have >60 STEM ambassadors working in primary and secondary schools encouraging young women to enter the fields of science, technology, engineering, and maths

#### HIKMA **PHARMACEUTICALS**

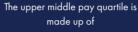
Hikma Pharmaceuticals have developed 'Dare to Dream Bia': monthly educational sessions for female employees to improve leadership skills

Their women development programme has been launched in Jordan, USA, Portugal, Egypt, and Algeria

They run a programme with the Business and Professional Women Association in Jordan, offering professional development mentorship to local women working at Hikma

### **ROCHE**

They were winners of the workingmums.co.uk Talent Attraction Award 2018 for their commitment to diversity







employees are females

# **EISAI GLOBAL**

The Eisai Women's Innovative Network has a selective leadership training programme for female employees

Operating in Japan, which has just 7% of leadership positions filled by women. Eisai have set themselves the target of 10% by the end of the fiscal year

They have introduced flexible and shorter working hours for those in management positions who are responsible for children

Medical representatives receive training when returning to work from parental leave

#### **GSK**

They are the only top to have a female CEO

GSK is a member of the 30% Club: FTSE100 companies by 2020

Women represent 65% of the workforce in the healthcare sector, but there is still a considerable number of men in leadership positions over women.

# **TIMELINE OF GENDER** PARITY IN THE WORKPLACE







Following a rise in the number of jobs available for women, 26,000 women attend university



The Equal Pay Act is passed in the UK, prohibiting any less favourable treatment between men and women in terms of pay and conditions of employment

Economic Co-operation and Development suggest that median pay of females is 17% lower than male counterparts

The Organisation for

Heather Bresch is promoted to CEO of Mylan, the first woman to ever head a Fortune 500 pharmaceutical company



The Women Count report 2019 finds a 26% representation of women on executive committees in pharma, up from 9% in 2018



Emma Walmsley becomes



1908

1941

1962

1970

2017