

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

NOVARTIS	JOHNSON & JOHNSON	ASTRAZENECA	HIKMA PHARMACEUTICALS	ROCHE	EISAI GLOBAL	GSK
<p>Novartis have a Global Parental Leave Policy giving all new parents 26 weeks of paid leave</p>	<p>The company was launched in 1886 Of their 14 employees, 8 were women</p>	<p>45% of their senior leaders are women – they are aiming to reach 50% by 2022</p>	<p>Hikma Pharmaceuticals have developed 'Dare to Dream Big': monthly educational sessions for female employees to improve leadership skills</p>	<p>They were winners of the workingmums.co.uk Talent Attraction Award 2018 for their commitment to diversity</p>	<p>The Eisai Women's Innovative Network has a selective leadership training programme for female employees</p>	<p>They are the only top 10 pharmaceutical company to have a female CEO</p>
<p>42% of their management positions are filled by women</p>	<p>J&J have a minimum 8 week parental leave for both mothers and fathers</p>	<p>AstraZeneca are 12th in the FTSE ranking for women on boards</p>	<p>Their women development programme has been launched in Jordan, USA, Portugal, Egypt, and Algeria</p>	<p>The upper middle pay quartile is made up of 61% MALES</p>	<p>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 2020</p>	<p>GSK is a member of the 30% Club: 30% female senior management in FTSE100 companies by 2020</p>
<p>Within 5 years Novartis have committed to achieve gender-balance in management</p>	<p>They are working to provide medical education and care to women in the developing world</p>	<p>41% COMPARED WITH</p> <p>30% FTSE 100 AVERAGE</p>	<p>They run a programme with the Business and Professional Women Association in Jordan, offering professional development mentorship to local women working at Hikma</p>	<p>39% FEMALES</p>	<p>They have introduced flexible and shorter working hours for those in management positions who are responsible for children</p>	<p>Women represent 65% of the workforce in the healthcare sector, but there is still a considerable number of men in leadership positions over women.</p>
<p>They are eliminating historical salary data from the job offer process</p>		<p>They have >60 STEM ambassadors working in primary and secondary schools encouraging young women to enter the fields of science, technology, engineering, and maths</p>		<p>58% of their most highly paid employees are females</p>	<p>Medical representatives receive training when returning to work from parental leave</p>	<p>(Source: Results Healthcare, 2019)</p>

TIMELINE OF GENDER PARITY IN THE WORKPLACE

<p>The University of London becomes the first UK university to accept women on equal terms to men</p>	<p>Johnson & Johnson hire their first female scientist, Edith Von Kuster</p>	<p>Due to WWII, women are called up to work in typically 'male' roles for the first time in Britain</p>	<p>Following a rise in the number of jobs available for women, 26,000 women attend university</p>	<p>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</p>	<p>The Organisation for Economic Co-operation and Development suggest that median pay of females is 17% lower than male counterparts</p>	<p>Heather Bresch is promoted to CEO of Mylan, the first woman to ever head a Fortune 500 pharmaceutical company</p>	<p>Emma Walmsley becomes CEO of GlaxoSmithKline: the first woman to lead a top 10 pharmaceutical company</p>	<p>The Women Count report 2019 finds a 26% representation of women on executive committees in pharma, up from 9% in 2018</p>
1878	1908	1941	1962	1970	2008	2012	2017	2019