

# **WELCOME TO WOMEN'S MARINE INSURANCE LEADERSHIP PANEL**

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**April 8, 2021**



# WOMEN'S MARINE LEADERSHIP: ON THE RISE

**APRIL 8**  
**11am-12:30pm**

**Virtual Panel Discussion**



**COURTNEY SCOTT**  
The Hartford



**JANELLE GRIFFITH**  
Lockton



**ANGELA NOLAN**  
Canopus



**KAITY SANSONE**  
Gen Re

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**TOKIO MARINE**  

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**AMERICA**

**WIGGIN**  

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WIGGIN AND DANA



# **HISTORICAL CONTEXT & OVERVIEW**

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**Jay Sogliuzzo**  
**Second Vice President - Senior**  
**Underwriting Specialist**  
Gen Re | Global Marine



## Women's Marine Leadership Panel: On the Rise

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Jay Sogliuzzo - Moderator

# Proprietary Notice



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- Insurance industry forecasts need to fill 400,000 jobs across all levels
- Women make up:
  - 46.5% of sales agents
  - 85% of claims and processing clerks
  - 11% of named executive officer positions
  - 19% of board seats
- Women in insurance make 62 cents on the dollar when compared to men

Source: "Women in Insurance: Leading to Action"

Published by Million Women Mentors

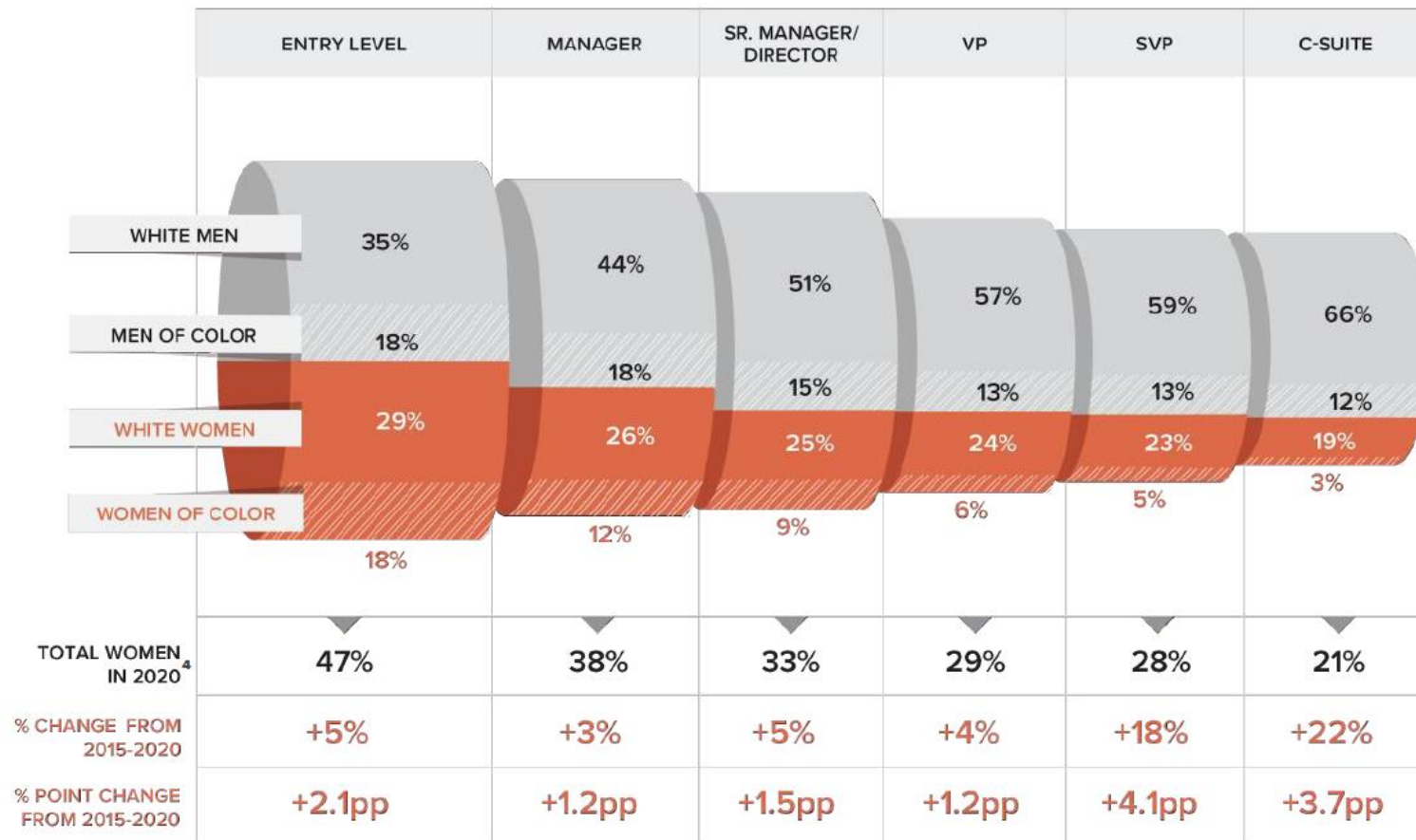
# % decrease as level increases



## REPRESENTATION OF CORPORATE PIPELINE BY GENDER AND RACE

■ MEN ■ WOMEN

% of employees by level at the start of 2020





# Women in Insurance compared to other sectors



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	<b>Insurance</b>	<b>All other Sectors</b>
Entry-level positions	<b>57%</b>	48%
Vice President level	<b>28%</b>	29%
Senior Vice President level	<b>18%</b>	23%

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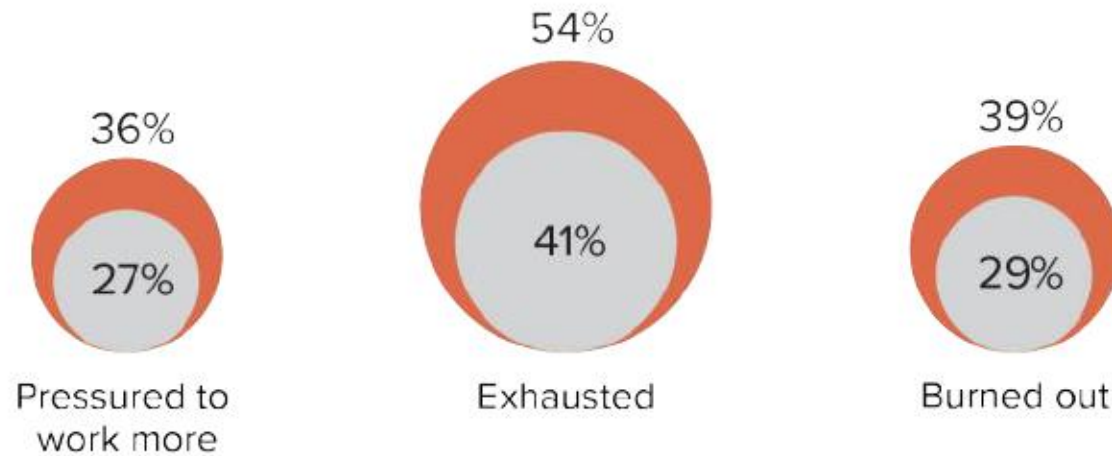
Source: McKinsey



## SENIOR-LEVEL WOMEN ARE BURNING OUT AT A HIGHER RATE THAN SENIOR-LEVEL MEN

■ SENIOR MEN ■ SENIOR WOMEN

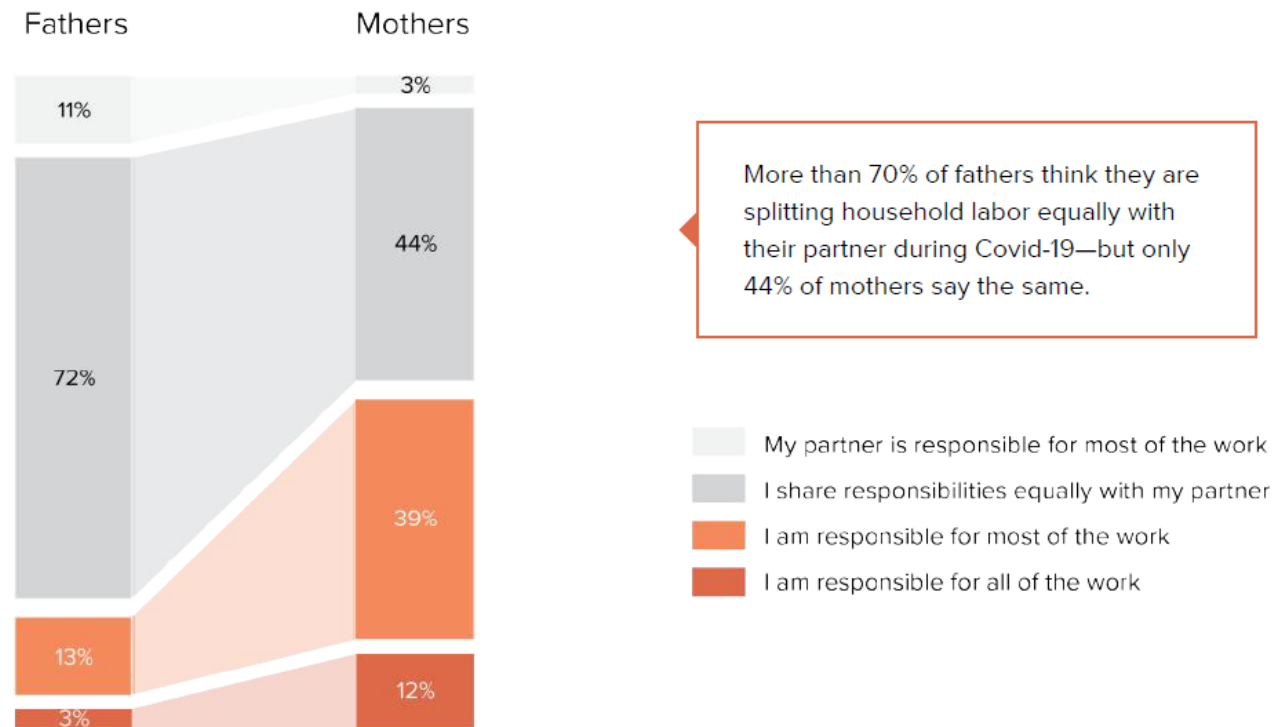
In the past few months, % of employees who have consistently felt. . .





## MOTHERS ARE THREE TIMES MORE LIKELY TO BE RESPONSIBLE FOR MOST OF THE HOUSEHOLD LABOR

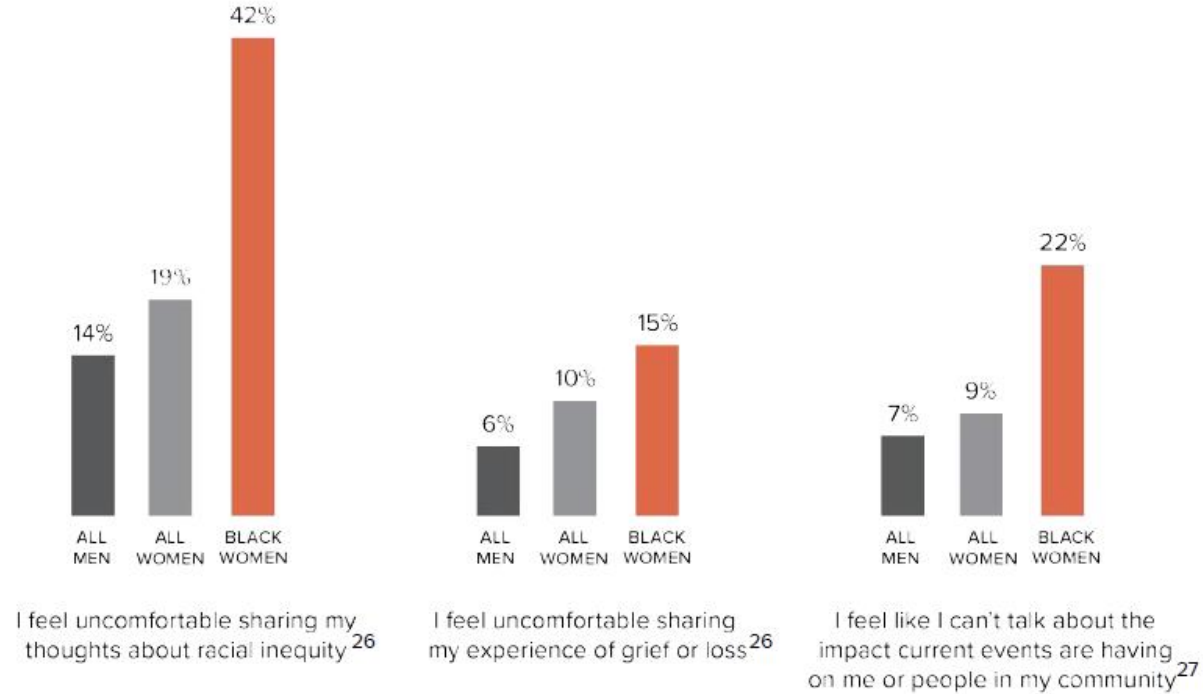
Distribution of household labor for heterosexual parents in dual-career couples<sup>13</sup>





## BLACK WOMEN OFTEN DON'T FEEL COMFORTABLE BRINGING THEIR WHOLE SELVES TO WORK

% of employees who agree with the following statements. . .

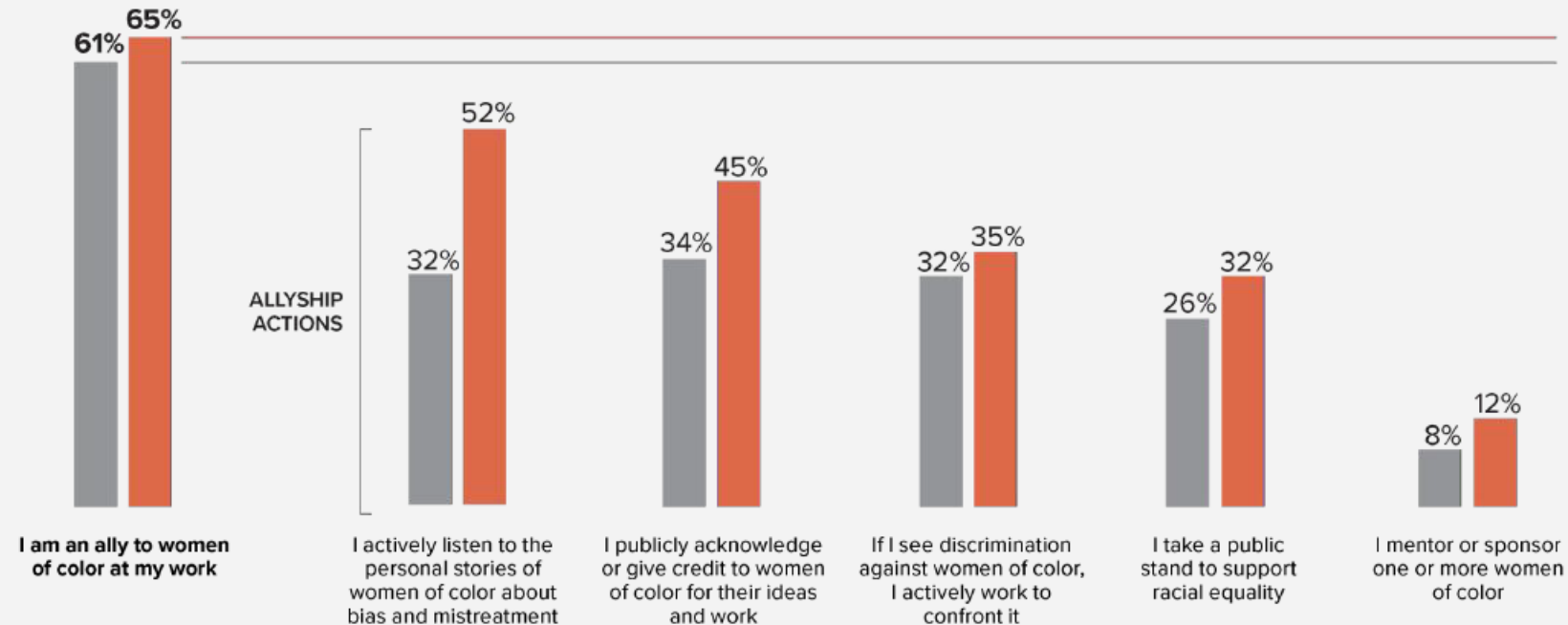




## EMPLOYEES WHO SAY THEY ARE ALLIES DON'T ALWAYS TAKE ACTION

■ MEN ■ WOMEN

% of employees who say they are allies to women of color vs. % who consistently take allyship actions





- Progress for women in work are back to 2017 levels due to Covid-19 by the end of 2021
- 17 out of 24 OECD countries reported an overall increase in unemployment in 2020 – women were most affected
  - 52% of job furloughed were women’s jobs, despite only making up 48% of workforce
- Covid-19 increased the unequal burden of care carried by women
  - Causing more women than men to leave the labor market
  - Pre-covid - women spent avg 6 more hrs than men on updaid childcare per week
  - During Covid – 7.7 hrs more than men on unpaid childcare
- United States) 275,000 women left workforce in January 2021 (compared to 71,000 men)

Source: US Bereau of Labor Statistics



## Thank you

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