



WOMEN AND COMPENSATION

STRATEGIES FOR ADDRESSING THE GAP IN
THE INSURANCE AND FINANCIAL SERVICES

WOMEN IN INSURANCE ZIMBABWE ANNUAL
SYMPOSIUM 2021

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BACKGROUND



1. ACKNOWLEDGE THERE IS A GAP
 2. WHY GAP
 3. COMMITMENT TO DEAL
 4. IT IS A HUMAN RIGHTS ISSUE
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ADDRESSING SALARY GAPS



1. Salary scales
 2. Market comparable salary
 3. Objective performance measurements
 4. Data insights, and data driven decisions
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DIFFICULTIES WOMEN FACE WHEN NEGOTIATING PAY



1. Gender discrimination, usually implicit than explicit
 2. Self created roadblocks
 3. Undervaluing own worth
 4. Thinking we will negotiate other things
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SALARY NEGOTIATING TIPS



1. Preparation
 2. Investigation
 3. Objectives
 4. Negotiation styles
 5. Beware of outside offers
 6. Practice with a neutral counterpart
 7. Examine your vulnerabilities
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IMPORTANT HINTS TO REMEMBER



1. Recognise opportunities to negotiate
 2. Don't focus on weaknesses
 3. Don't make concessions in your head
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BARGAINING DOWN



1. Self doubt about our value
 2. Belief that employer has all cards
 3. Acquiesce or reject
 4. Single dimensional
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MIND THE ANCHOR



1. Starting figure
 2. Current pay
 3. Another anchor
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SO TRUE.....



'FOR WOMEN TO GET TO THE TOP, YOU
NEED SKIN AS THICK AS A CROCODILE'
CHRISTINE LAGARDE AT THE 2016
WOMEN IN THE WORLD SUMMIT.



TO ALWAYS REMEMBER



1. Forge alliances
 2. Work in teams
 3. Self confidence
 4. Self work
 5. Negotiate career path
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THANK
YOU