

L'assureur partenaire

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PRESS RELEASE

BNP Paribas Cardif and Sistech sign partnership to support professional inclusion for refugee women

Insurer BNP Paribas Cardif and Sistech, a non-profit that empowers refugee women through access to tech and digital jobs, have signed a partnership to support Sistech beneficiaries.

This partnership aims to accelerate the professional inclusion of refugee women in tech and digital jobs. Entirely free for beneficiaries, the initiative is part of the Women & Girls in Tech program supported by the BNP Paribas Group, to which BNP Paribas Cardif contributes. This program aims to bring more women into the tech sector while having positive social impact. This approach resonates with broader initiatives by the insurer, which is committed to making a greater contribution to a more inclusive society.

According to the 2022 Digital Economy and Society Index (DESI) report, only 19% of specialists in information and communication technologies (ICT) in Europe are women. Yet education and employability for women are not simply essential for equity, but also serve as critical drivers of innovation and performance in an increasingly competitive business environment. The support program designed for volunteer beneficiaries selected by Sistech spans three key stages in the professional inclusion journey of women who have been displaced, are seeking asylum, or are refugees.

- **An employability program** lasting ten weeks consists of weekly mentoring sessions and visits to businesses. This professional inclusion program includes support for creating essential job search resources (CVs, application letters, etc.).
- **A digital orientation program** lasting eight weeks comprises weekly sessions to enable the participants to discover and get an introduction to different digital skillsets.
- **A training program** lasting twelve weeks includes French classes, plus technical courses and weekly online learning sessions with trainers from Sistech.

During each stage, BNP Paribas Cardif employees are invited to volunteer and help support the inclusion of women in vulnerable situations through language training or by presenting tech skills to the beneficiaries.

Sistech founder **Joséphine Goube** comments: *"Refugee women not only show great courage and commitment, they also bring the substantial expertise and resources they have acquired during their previous professional activities. That's why we see this partnership as both strategic and pragmatic. Because working together to support the reskilling of these women in jobs matched to their considerable expertise is clearly a win-win exchange. We know that with our support and with their determination, these women will enjoy tremendous success, both professionally at the companies they join, and on a personal level. We are very excited about working with BNP Paribas Cardif. The resources they are contributing confirms their commitment to investing in innovation and in the rich potential created by diversity."*

Michael Nguyen, Deputy Chief Executive Officer, Efficiency, Technology and Operations of BNP Paribas Cardif, adds: *"We are proud to embark on this partnership with Sistech, which provides concrete support for refugee women, providing them with material resources, top-quality training and the tools to find employment. This*



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initiative is also very motivating for BNP Paribas Cardif teams, who are eager to contribute. At the same time, it addresses our need to increase the number of women in roles where there is a shortage of candidates."

About BNP Paribas Cardif

BNP Paribas Cardif is a world leader in creditor insurance*, providing its more than 80 million customers with products and services that let them realize their goals while protecting themselves from unforeseen events. BNP Paribas Cardif is committed to having a positive impact on society and to making insurance more accessible. A subsidiary of BNP Paribas, the insurer has a unique business model anchored in partnerships. It creates solutions for more than 500 partner distributors in a variety of sectors – including banks and financial institutions, automotive sector companies, retailers, telecommunications companies and energy companies – as well as for financial advisors and brokers who market the products to their customers. With a presence in more than 30 countries and strong positions in Europe, Asia and Latin America, BNP Paribas Cardif is a global specialist in personal insurance and a major contributor to financing for the real economy. With nearly 8,000 employees worldwide, BNP Paribas Cardif had gross written premiums of €30,0 billion in 2022.

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*Source : Finaccord - 2022

About Sistech

Sistech is a European non-profit founded in 2017 by social entrepreneur Joséphine Goube (Forbes 30 under 30, Prix Margaret by La Femme Digitale, Marie Claire UK Awards, Maserati 100). She created the organisation to empower uprooted & displaced women through access to tech & digital job opportunities.

The organisation provides weekly mentoring sessions, certified training, and networking activities to dozens of displaced and uprooted women in France, Italy and Greece for free. Sistech builds partnerships with companies that believe & invest in their own diversity, connecting them with a pool of talented refugee women who are eager to work.

Sistech's programmes are innovative & holistic. They were co-designed by refugee women to meet real needs. Every year we support more than 300 refugee women across Europe.

So far, 70% of the refugee women Sistech has supported have started new careers in the digital & tech sectors. We are proud to empower them with choices, paving a way towards their inclusion in Europe.

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