



# WOMEN IN TRADE TREASURY & PAYMENTS 2025



# ADDRESSING THE GAP



Women in Trade, Treasury & Payments recognises the **barriers** women face. By **celebrating** and **showcasing** women's achievements, we are aiming to **inspire** others to pursue **careers** in the industry.



International Women's Day



One way to tackle inequality is to reduce the gender gap.

**Christine Lagarde**

President of the European Central Bank



**7.7%**

is the gender pay gap



**169 years**

to close the gender gap



**1 in 4**

women represent C-suite leaders, and women of colour just 1 in 16.

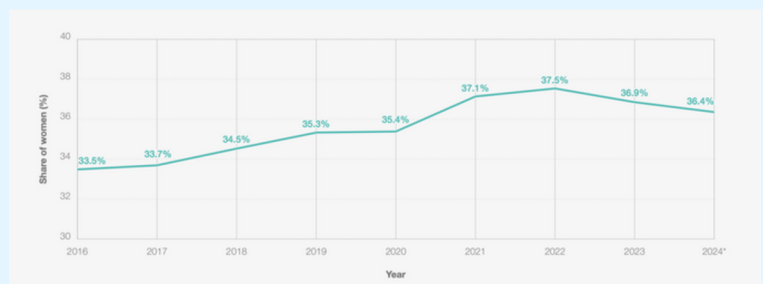


In **2024**, the global share of women in senior leadership across the public and private sector was **31.7%**.

By region, gender parity scores differ widely.

- Europe: **75.0%**
- Northern America: **74.8%**
- Latin America and the Caribbean: **74.2%**
- Eastern Asia and the Pacific: **69.2%**
- Central Asia: **69.1%**
- Sub-Saharan Africa: **68.4%**
- Southern Asia: **63.7%**
- Middle East and Northern Africa: **61.7%**

The share of women hired into leadership globally has **declined** since 2022.



Source: Global Gender Gap Report 2024, World Economic Forum

The industries with the **highest** percentage of female leaders are education; government administration; and entertainment.

The industries with the **lowest** percentage of female leadership are transportation, logistics, supply chain, and storage; oil, gas, and mining; and construction.

# AGENDA



**8:00 AM** ◆ **ARRIVAL, REGISTRATION, NETWORKING  
BREAKFAST**

**8:30 AM** ◆ **OPENING KEYNOTE**

**9:20 AM** ◆ **PANEL 1**  
Enhancing financial inclusion and bridging gender gaps in trade amidst global challenges

**10:00 AM** ◆ **PANEL 2**  
Managing the fickle energy transition: An action plan for 2025

**10:40 AM** ◆ **BREAK** 

**11:00 AM** ◆ **KEYNOTE SPEECH**

**11:15 AM** ◆ **PANEL 3**  
Accelerating a sustainable and digital trade revolution in trade, treasury, and payments

**11:55 AM** ◆ **KEYNOTE SPEECH**

**12:10 AM** ◆ **ROUNDTABLE DISCUSSIONS**  
Building resilience in trade and supply chains sustainably, and future-proofing the industry

**12:55 PM** ◆ **CHARITY PARTNER PRESENTATION**  
Details about Sebby's Corner, who provide children and families with essential items, including toys

**13:00 PM** ◆ **WORKING LUNCH AND NETWORKING**

**14:00 PM** ◆ **ROUNDTABLE AND NETWORKING**  
Deep dive into trade digitalisation, democratisation, and corporate treasury, with networking opportunities

**15:00 PM** ◆ **CLOSING SESSION, NETWORKING**

**16:30 PM** ◆ **COMMODITY THURSDAY DRINKS**



# GEOGRAPHY

## OVER 150 WOMEN

participated in Women in Trade, Treasury, and Payments 2024, representing over 30 countries from across the globe

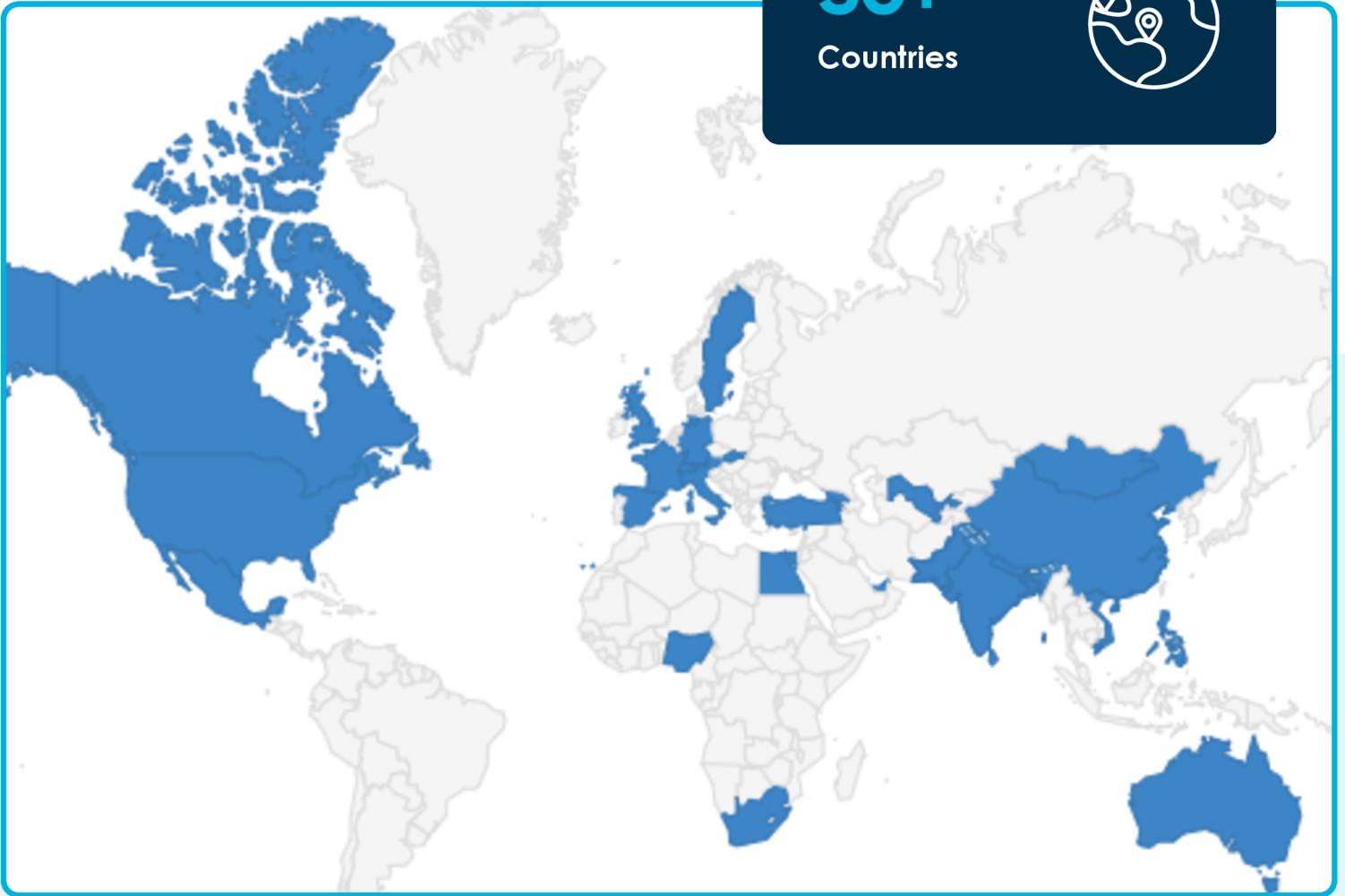
## 150K+

Social media impressions



## 30+

Countries

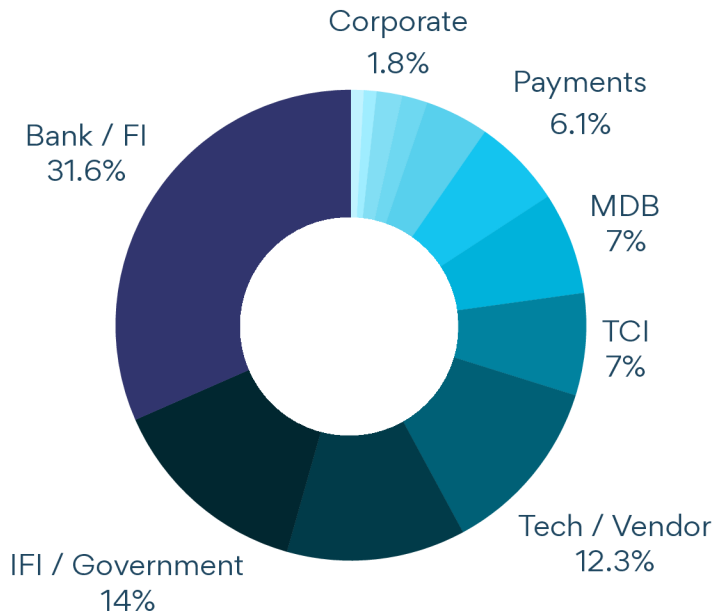




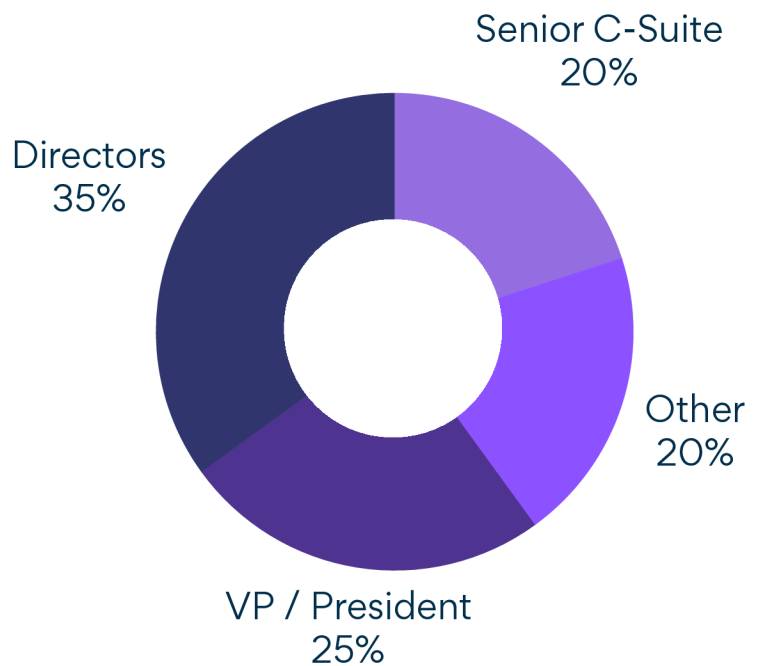
# REPRESENTATION



## DIVISION BY INDUSTRY



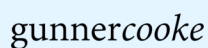
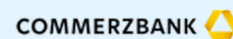
## DIVISION BY JOB TITLE



# WITTP PAST ATTENDEES



## MARCH 2024



# TESTIMONIALS



**JOHANNA HILL**

Deputy Director-General,  
**World Trade Organization**

“ It was a great pleasure and an honour to be part of the Women in Trade, Treasury and Payments event. Truly inspiring to share experiences highlighting women's leadership and showcasing their pivotal roles in driving equality, innovation, and excellence. ”



**CATHERINE LANG-ANDERSON**

Partner, **A&O Shearman**

“ It was fantastic to be a part of TFG's Women in Trade, Treasury & Payments event. Such a privilege to spend the day with so many inspiring women in our industry from all around the world and to hear from the amazing speakers. Looking forward to next year as this event goes from strength to strength! ”



**NEHA NORONHA**

Unit Head, South Asia, Trade and Supply Chain Finance Program, Private Sector Operations Department, **Asian Development Bank**

“ I have met so many inspirational women in my trade finance career but before the TFG event there wasn't really a platform available for women in the industry to come together to share our challenges, solutions and ideas to make Trade a more equitable place to work. It's a great networking platform linking women in the industry and helping showcase women in the industry. I have been a beneficiary of the visibility and platform provided by the online campaign and it certainly helped me in my career. ”



**KATHARINE TENG TIO**

Manager, Gender and Diversity Finance, **BII**

“ The WITTP event was an inspiring convening of women in the industry, who so rarely get the chance to connect, learn from each other, and be celebrated. More events like these are crucial to building greater gender diversity and inclusion in trade overtime. ”



**JAYA VOHRA**

Managing Director, Global Head of Trade & Working Capital Product and Client Management, **Barclays**

“ Thanks to Trade Finance Global for inviting me to their Women in Trade, Treasury & Payments event, celebrating International Women's Day. It was a fantastic day, meeting successful female leaders from diverse backgrounds, debating key topics to further enhance the representation of women in the industry and sharing best practices. ”





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## CONTACT US



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