

Women's Day Reflections: Insights from Women in the Bullion Industry

In celebration of Women's Day, we reached out to some influential women from different sectors of the bullion industry to gain insights into their perspectives. We asked them three key questions regarding the role and contribution of women in their segment of the industry today, the changes they envision for harnessing women's potential in the future, and the strategies they believe are necessary to achieve these changes. Their responses shed light on the evolving landscape of gender diversity and empowerment within the bullion industry.

**Ms Abhinaya S,
Vice President, Eventell Global Advisory Pvt Ltd**

Many may say there is less representation of women in bullion industry. However, I beg to differ. Its been 20 years for me in this industry and I have met many women leaders who are heading large institutions and associations. There are stories of women climbing the ladder, entrepreneurs making their mark, women taking charge of family businesses. I have travelled across India and many countries and there definitely is space and respect for women in the bullion industry. I have absolutely loved my work in bullion industry and ofcourse learned a lot and yes still look forward to each day with enthusiam.

More than change, I believe there has to be belief that women can be leaders and path breakers, be it in banks, refineries, jewellery, logistics. Because, we have seen women in all paralells of our industry & they are doing pretty well and supported by the fellow colleagues. If this has to further grow, women have to make more space for themselves and do activities where they are heard. I believe industry should aim at providing opporunities not only in offices which involos decision making, but also create more space to increase visibility of women and their achievements. That can be through focused webinars, seminars, women clubs. I also urge the industry to look at providing more speaking opportunities to women in conferences, awards dedicated to women, curated sessions for women, etc.

We should start making a change from home, I mean from our offices. We should look around and see how many women are working in our offices, what opportunities are we giving them, trust them to lead and take decisions, get them to travel and explore. In my 20 years of experiance, I have seen some very wonderful



Ms Abhinaya S

people and I am sure they will be supportive of the ideas which will create better platforms for women.

On behalf of Bullion World, I would like to propose a global women club "PreciousWomen", which can be focused on success stories of women in bullion and also provide curated information on industry, opportunities and content for continuous learning.

**Ms Anna Dinzler,
CEO, IGR Metals Trading DMCC**

As CEO of a precious metals trading company, my focus lies in management within the industry. I firmly believe in equality without highlighting gender disparities. Yet, drawing from personal experience, I've noticed women leaders often exhibit more transformational qualities, emphasizing inspiration and empowerment within their teams. They excel in conflict resolution through dialogue and negotiation, facing unique challenges in balancing work with caregiving responsibilities, thus valuing Work-Life Balance immensely. Imposing quotas or bureaucratic measures to promote women's potential can undermine their worth, suggesting they're merely fulfilling quota requirements.

True empowerment stems from a shift in mind set, fostering openness, inclusivity, and judgment-free acceptance of women in traditionally male-dominated roles. Additionally, women must seize control of their lives, dreams, careers, and families for genuine success. Waiting for change or supportive policies isn't the answer; instead, draw inspiration from remarkable women and pursue passions relentlessly. I recommend uplifting movies like *The Conductor*, *Hidden Figures*, *North Country*, and *Queen of Katwe* for motivation.



Ms Anna Dinzler



Ms Janie Simpson

**Ms Janie Simpson,
Managing Director, ABC Bullion**

In my nearly three decades in the bullion industry, I've witnessed a gratifying increase in women's presence, particularly in executive roles, making significant impacts across ABC Bullion and the broader Pallion Group. This trend extends globally, evident in our business partners and industry conferences where female executives deliver keynote speeches and assume management roles alongside men.

At ABC Bullion and Pallion, we actively recruit and promote more women, striving for gender balance at all levels. This commitment to inclusivity fosters diverse perspectives, creating a supportive workplace culture. We prioritize mentoring young women, ensuring they recognize opportunities within our company and industry, empowering them to contribute and be valued.

While progress is evident, further emphasis and collaboration are needed. Engaging male colleagues as advocates for diversity amplifies our efforts, benefiting the entire industry. Together, by promoting collaboration and diversity, we can create equitable and thriving environments for all.

**Ms Jamie Belino,
Compliance Officer, AL Etihad Gold Refinery DMCC**

In compliance and supply chain due diligence within the gold bullion industry, women play a crucial role encompassing oversight, strategy, and innovation. They ensure ethical sourcing, regulatory compliance, and sustainable operations, leveraging expertise in risk management and process optimization. Despite a predominantly male-dominated sector, women contribute fresh perspectives and diverse skills, enhancing operational efficiency and fostering innovation. Their presence is vital from refining and trading to sustainability and compliance, shaping the industry's future trajectory.

In looking to the future, women in compliance and supply chain due diligence seek greater representation in leadership roles to drive impactful change. Cultivating a culture of diversity and equality is crucial for unlocking women's collective talent and creativity. Tailored training and development programs will empower them to excel in their careers and confidently assume leadership positions. To achieve these changes, a holistic approach is essential, addressing systemic barriers and promoting empowerment and support for women in the gold bullion industry. This involves implementing policies for gender diversity, offering mentorship and networking, and advocating for equal career opportunities. By fostering an inclusive environment, we can unlock women's full potential, driving sustainable growth and innovation.



Ms Jamie Belino



Ms Rhona O'Connell

**Ms Rhona O'Connell,
Head of Market Analysis- EMEA & Asia, StoneX**

There is a reasonably high number of female analysts

in the metals markets overall, not just in the precious metals sector. I think it is fair to say that the female sex has always been well-represented in this sphere. In the first nine years of my career I had three different Line Managers – all women, and that was back in the late 1970s / early 1980s! I don't believe that there is much difference in approach from either gender, at least not when it comes to analysis.

In the financial sector, with the massive financial responsibilities that the dealers have to carry, it is not at all unusual for a dealing room to have a lively, if not spirited, atmosphere. These are not places for shrinking violets so everyone needs to have a strong character. It is arguable, but only up to a point, that the ladies might find that off-putting, but in general most of the men seem to think that we girls are more than capable of holding our own! One thing that does permeate the system – the ladies are very rarely as forward as the men when it comes to demanding better remuneration. Finally; if I had to advise a young woman on how best to get on, I would say exactly the same as I would say to a young man; work hard, keep your head down and always maintain a sense of humour!



Ms Margaret Wong

**Ms Margaret Wong,
Business Director, Singapore Bullion Market
Association**

Empowering Women in the Bullion Industry: A Vision for the Future By Margaret Wong, Business Director, Singapore Bullion Market Association (SBMA)

As Bullion World gears up for International Women's Day (IWD), I'm honoured to discuss empowering women in the bullion industry. With over three decades in this field, including roles at the World Gold Council and currently at the Singapore Bullion Market Association, I've witnessed advancements in the gold market in Singapore and the ASEAN region. Despite respected female executives' contributions, there's still work needed to create a conducive workplace and encourage more women into leadership roles.

Women hold less than 20% of c-suite positions, yet their contributions are significant. They excel as negotiators, leveraging interpersonal skills for successful deals. I advocate for equal opportunities, greater diversity, breaking down entry barriers, and eliminating gender bias in recruitment. Fostering gender diversity and empowering women will create a more inclusive bullion industry, where diverse perspectives drive innovation and success.

**Ms Kamana Jobanputra,
Co-Founder & Executive Director,
Sequel Logistics Pvt Ltd**

In India's precious logistics industry, women's roles and contributions are growing significantly, spanning managerial positions overseeing operations to frontline roles ensuring secure transport of valuables like gold and diamond jewelry. Their unique perspectives and professionalism enhance efficiency and reliability.

To further harness their potential, women in this sector seek greater representation in leadership and decision-making roles. Empowering women within the industry serves as inspiration for future generations. Fostering an inclusive work environment promoting diversity and gender equality is essential. Proactive measures such as gender diversity policies, mentorship programs, and reintegration support for mothers are crucial. Collaboration between industry associations and educational institutions can offer targeted training for women.

By fostering equality and providing support, we cultivate a vibrant and inclusive industry fully utilizing the potential of female professionals, an investment crucial for long-term success. Women seek a level playing field, not special privileges, essential for our industry's advancement.



Ms Kamana Jobanputra

**Ms Svetlana Chetverikova,
Senior Key Account Manager, Refining Division,
Krastsvetmet**

I thank Bullion World's editorial team for spotlighting women's roles in the precious metals industry for International Women's Day. Metallurgy profoundly influences science and technology globally. Being a professional in the field is paramount for personal success and industry advancement. Women contribute significantly to metallurgy's development as professionals, not merely as gender representatives.

At Krastsvetmet, gender plays no role; all employees have equal opportunities for career growth through corporate training, mentoring, and competitions. Their ESG report shows a doubling of female managers to 40% in three years. Automation addresses legal restrictions on women in dangerous areas, making workplaces safer and more modern, accommodating remote work, especially for working mothers. In an evolving world, businesses must unite to overcome challenges and achieve global goals, fostering innovation and improving the business environment for the benefit of humanity.



Ms Svetlana Chetverikova

**Dr Renisha Chainani,
Head-Research, Augmont Goldtech Pvt Ltd**

I am heading research at Augmont Goldtech pvt ltd and have been associated with bullion research for the last 18 years. As per World Bank data, only 33% of researchers are women worldwide. Despite great advancements in recent years, women remain underrepresented in research, both in academia and the corporate sector. Although I now work in the bullion industry, I've noticed that women are making significant contributions to the gems and jewellery field. Women have played a significant part in India's bullion industry from its inception. They help create renowned jewellery designs and work in the gemstone and jewellery supply chains. Workplace equality is a key issue that I would like to see addressed. Women need to understand that if they work hard, they can succeed and have the same possibilities as men. Everyone benefits from more women taking up leadership roles. Decades of research have shown that women executives aid in raising productivity, improve collaboration, inspire corporate dedication, and improve fairness.

For long-term growth, any progressive country should consider crucial concerns such as gender equality and women's economic empowerment. Identifying potential leaders early on is a viable method. Giving women critical experiences early in their professions provides them with a runway to develop themselves, thrive, and go as far as their skills, abilities, and motivation will allow.



Dr Renisha Chainani



Ms Nishtashri Srinivasan

**Ms Nishtashri Srinivasan,
Director, Emerald Jewels Industries India Ltd**

The role and contribution of women in our industry have seen significant evolution, especially in the last five years. In the past, women were less involved due to the unorganized nature of manufacturing. However, today, they play crucial roles in retail, marketing, merchandising, branding, and frontline positions. More women are now actively participating in manufacturing, even in traditionally male-dominated operations roles, signifying a shift towards equality.

Flexible work structures are essential to accommodate women's responsibilities outside of work, such as childcare and family commitments. Hybrid work models, including remote work and online meetings, support this balance and are beneficial for women in the industry, particularly in smaller cities where opportunities may be limited.

Recognizing and motivating women from all backgrounds to contribute is crucial. With the jewelry industry primarily catering to women, involving them in decision-making processes enhances effectiveness. Providing a supportive and safe work environment boosts women's confidence and willingness to take on challenges. Overall, fostering gender diversity benefits the industry as a whole and requires collective effort from everyone.

In the traditionally male-dominated bullion industry, women have been breaking barriers, shattering glass ceilings, and making significant contributions. Their journey is not just about challenging stereotypes; it's about resilience, determination, and the relentless pursuit of excellence. Here are some inspirational quotes and paragraphs celebrating women in the bullion industry:

1. "Empowered women empower women. In the bullion industry, we are not just forging gold; we are forging paths for future generations of women to thrive." - Anonymous
2. "Strength, grace, and precision – these are the hallmarks of women in the bullion industry. We navigate through challenges with resilience and emerge victorious, proving that gender is not a barrier to success." - Unknown
3. "In a world where gold is valued for its purity, women in the bullion industry shine brightly as symbols of integrity, innovation, and leadership." - Anonymous
4. "Behind every ounce of gold lies the untold stories of women who dared to dream, dared to defy, and dared to lead. Their journey is a testament to the power of resilience and the triumph of the human spirit." - Anonymous
5. "In the world of bullion, women are not just investors; they are visionaries, strategists, and pioneers. They possess the Midas touch, turning challenges into opportunities and adversity into triumph." - Unknown
6. "The bullion industry is not just about trading metals; it's about trading barriers. Women are breaking molds, challenging norms, and redefining what it means to be a leader in a traditionally male-dominated arena." - Anonymous

In the bullion industry, women are not just participants; they are architects of change, shaping the future of precious metals with their vision and determination. Their journey is a testament to the power of resilience and the triumph of the human spirit.