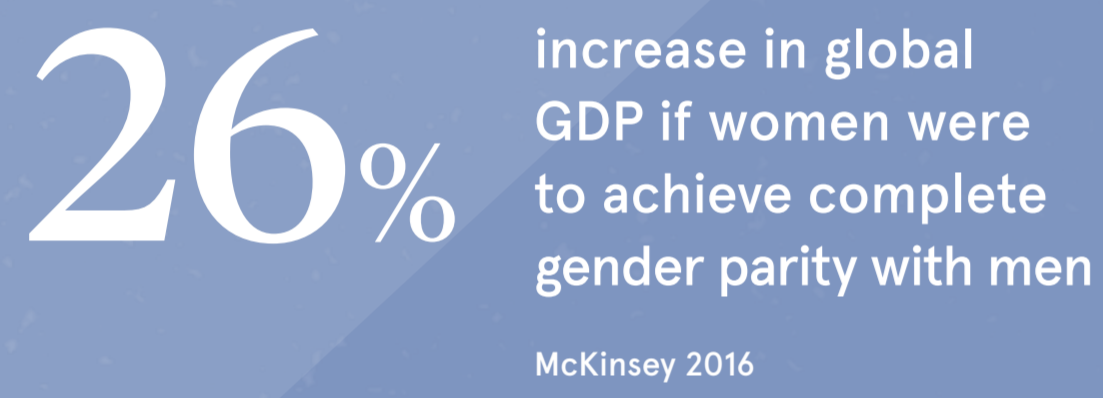
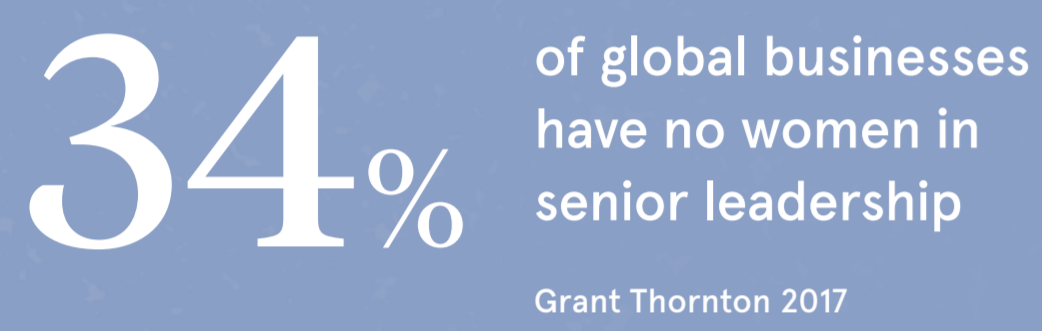


GENDER INEQUALITY

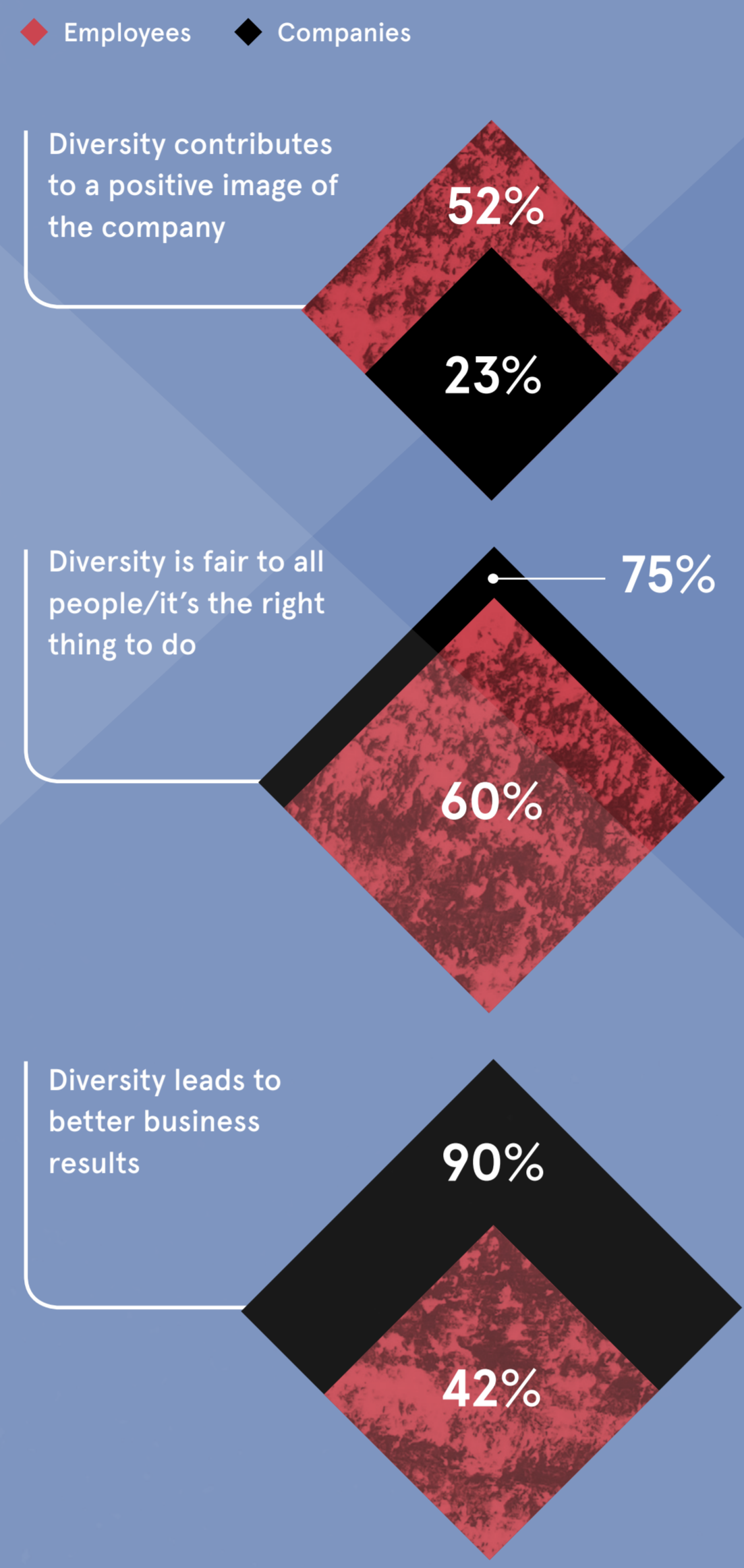
THE TIME HAS COME FOR CHANGE

The moral argument for a more diverse and inclusive workplace is undeniable, though proving a business case for driving change is sometimes less clear. Organisational equality is no longer confined to the realm of human resources, but has become a boardroom issue all over the world, as leaders realise the benefits that a balanced workforce can have. Yet there's no simple fix or approach that can ensure equality is beneficial to organisations. Change needs to be focused on workplace culture itself and embedded into the business strategy if we are to see any meaningful improvement in gender diversity



Reasons for gender diversity

Percentage of companies and employees have different views on the following...



*Comparing the top and bottom quartiles for gender diversity on executive teams

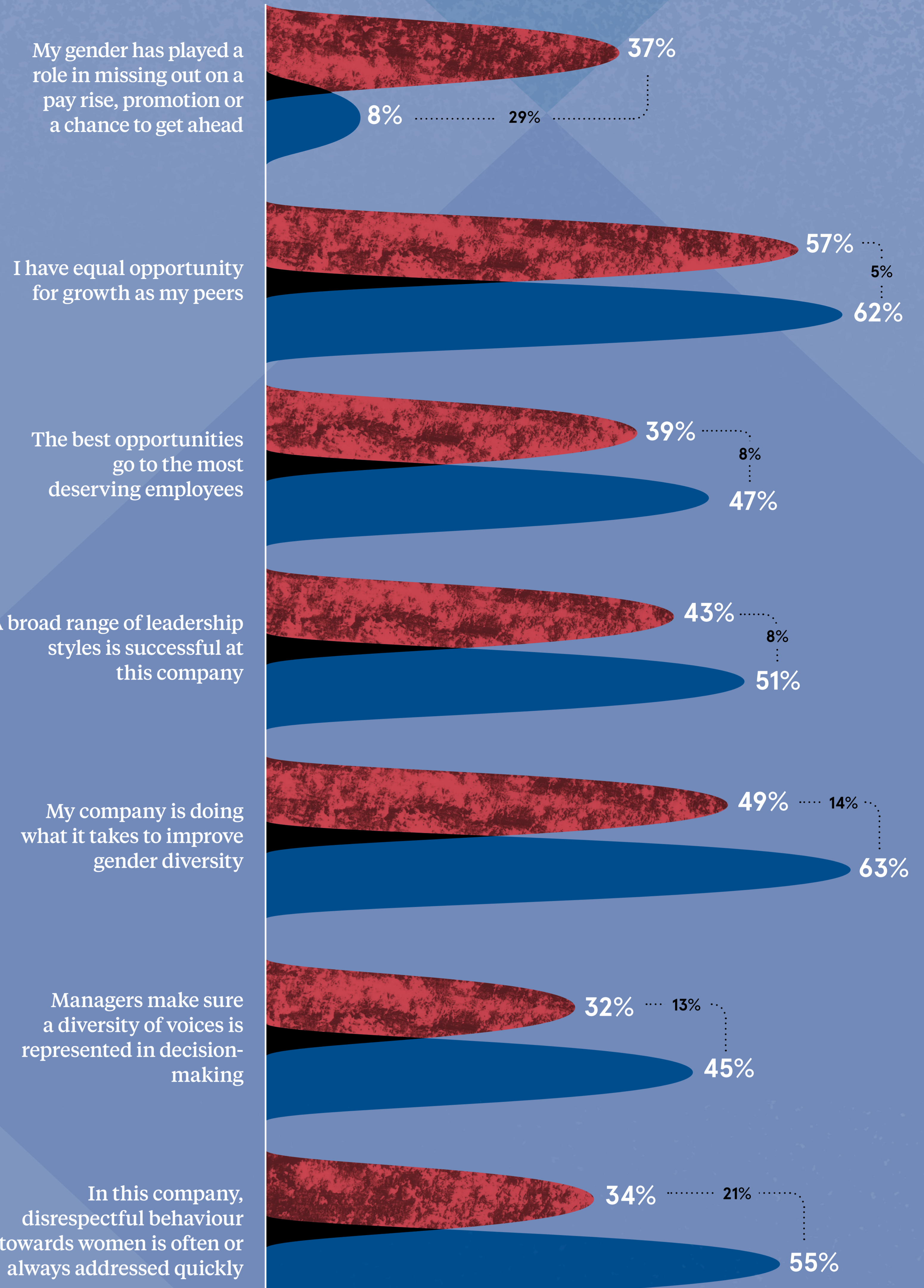
McKinsey 2017

McKinsey 2017

Men and women have very different views about progression

Percentage of male and female employees who agree with the following statements...

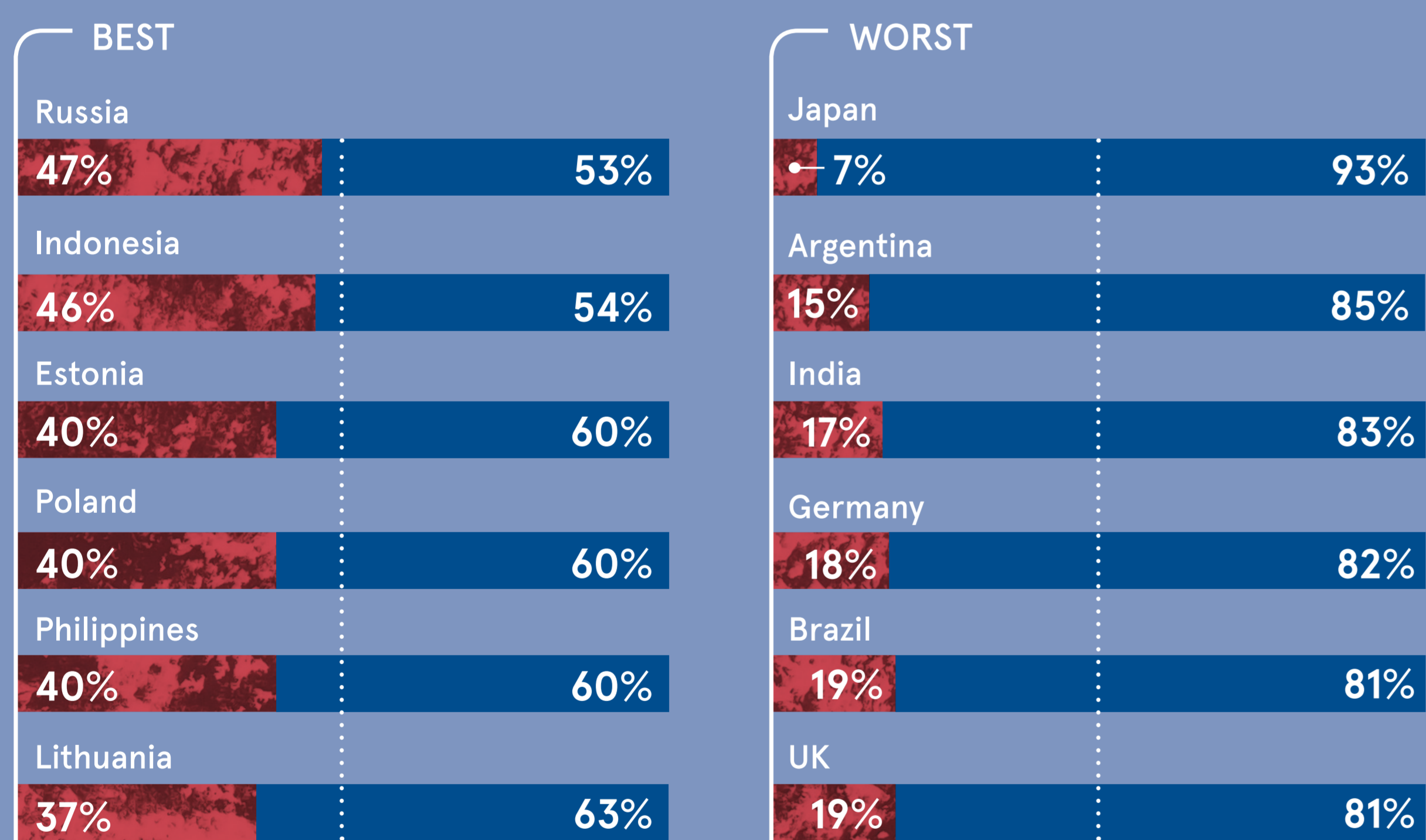
◆ Female ◆ Male



Best/worst countries for gender equality

Proportion of senior management

◆ Female ◆ Male

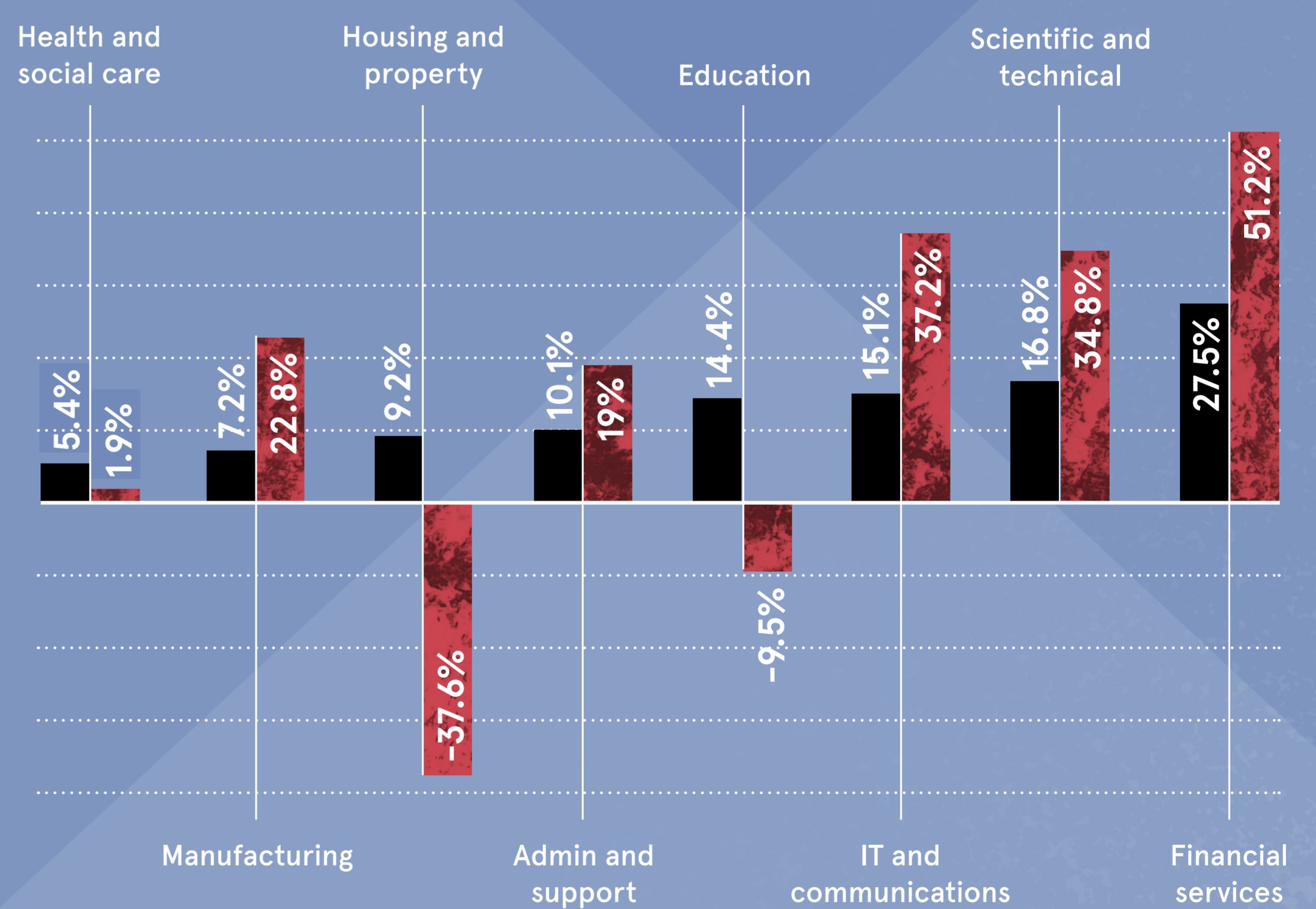


Grant Thornton 2017

Gender pay gap

Analysis of 570 gender pay reportees

◆ Mean gender pay gap for hourly pay
◆ Mean gender pay gap for bonus pay

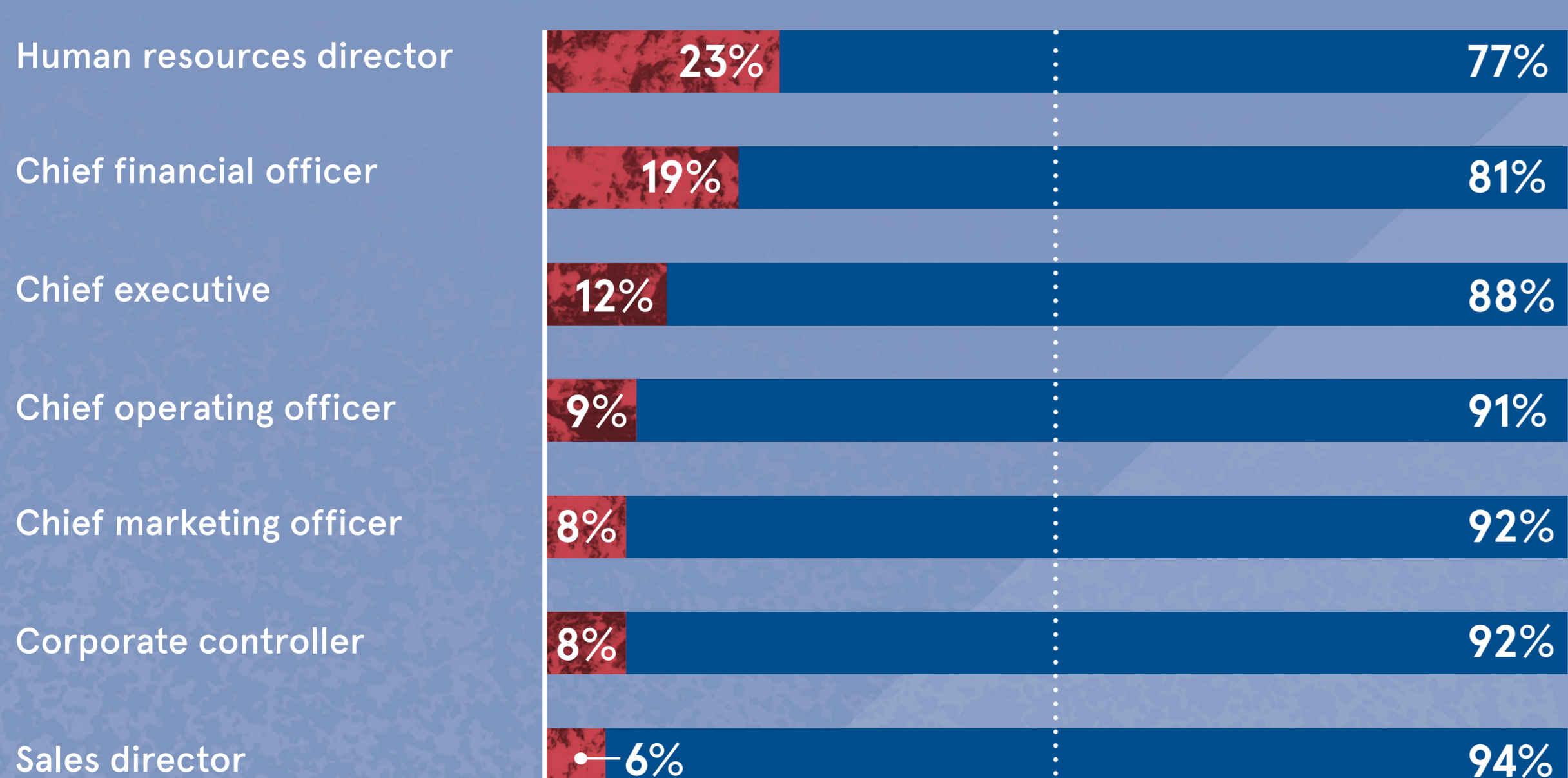


People Management 2018

Gender representation by role

Proportion of global senior management

◆ Female ◆ Male



Grant Thornton 2017