

Women in business: beyond policy to progress

Key global findings

2017

Percentage of businesses with at least one woman in senior management



Proportion of senior roles held by women



Top gender equality policies and practices businesses have in place:



Equal pay for men and women performing the



Non-discrimination policies for recruitment



Paid parental leave

Top drivers for businesses to introduce gender equality policies and practices:



65%

To attract and keep employees



organisational values



55%

To enhance company performance

Main barriers that prevent gender equality policies and practices being introduced:



Levels of complexity in translating good intentions into practice



Stereotypes about gender roles



Lack of evidence that it has a positive impact on company performance

Ten recommendations for business leaders to increase gender diversity:

Champion the cause Leadership Policy Culture Make diversity and Avoid tokenism inclusion a core value Reduce 'mini me' Be comfortable recruitment and promotion with discomfort Link progress to pay Introduce sponsorship Share your story