

GENDER BALANCE STUDY

WHO WE SURVEYED

OVER
50,000
MANAGERS
IN
70
ENTITIES

THE OPTIMAL BALANCE

BETWEEN
40% TO 60%
MEN AND WOMEN



EFFECTIVE GENDER BALANCE
IN MANAGEMENT

WHAT ARE THE KEY FINDINGS?

**ENTITIES WITH GENDER-BALANCED MANAGEMENT
SCORED HIGHER ON
5 KEY PERFORMANCE INDICATORS**

OPERATING MARGINS

Number of entities significantly increasing operating margins between FY14 and FY16



+8
percentage points

EMPLOYEE RETENTION

Average employee retention rate in FY16



+8
percentage points

CLIENT RETENTION

Number of entities with a client retention rate of 90% or more in FY16



+9
percentage points

SAFETY

Number of entities that decreased workplace accident rates between FY14 and FY16



+12
percentage points

EMPLOYEE ENGAGEMENT

Number of entities with an employee engagement rate higher than the external benchmark in FY16



+14
percentage points